

Ibec Annual Report

2022/2023



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Ibec by Numbers

Ibec is Ireland's largest and most influential lobbying organisation.



5,800

Leaders, managers, and professionals trained by the Ibec Academy



10

Ibec operates from ten locations - seven offices in Cork, Donegal, Dublin, Galway, Limerick, Waterford, Brussels and three training centres in Athlone, Dublin and Letterkenny



500+

Lobbying returns made on behalf of our members over the last 12 months



64,200+

The number of times Ibec content was downloaded from our website



39

Operating as a branded house, a wide range of trade associations operate under the Ibec umbrella



40,000

Industrial Relations and Human Resources calls to our Knowledge Centre in 2022



1,975

The number of third-party cases managed by Ibec's Employer Relations Division



142

Media releases issued in 2022 by our Media Office were key to reaching local, national, and international audiences.



1.2 million

page views on the Ibec website in 2022



17,500

people attended Ibec webinars in 2022



200+

Events held for Ibec members



€22.8 million

funded industry-led learning through our Trade Associations

SECTION 1

About Ibec

As the voice of business in Ireland, Ibec provides a range of policy and professional services to our members.

Our business has five member facing components: Lobbying and Influence; Membership and Sectors; Employer Relations; Commercial Services; and International Business.

With six offices across Ireland and one in Brussels, Ibec's voice is delivered at home and abroad.

Who We Are

Ibec is Ireland's largest lobbying and business representative group. Our purpose is to help build a better, sustainable future by influencing, supporting and delivering for business success.

279

Employees

As the voice of business in Ireland, Ibec provides a range of policy and professional services to our members. Our business has five components: Lobbying and Influence; Membership and Sectors; Employer Relations; Commercial Services; and International Business.

With 279 employees, Ibec engages with key stakeholders in Ireland and internationally through our six offices in Ireland and our Brussels office, along with an extensive international network in the UK and US. Ibec is world-leading in business representation.

Ibec positions are shaped by our diverse membership, which ranges from small to large, domestic to multinational, and our 39 trade associations cover a wide range of industry sectors.

As well as lobbying, Ibec provides a wide range of professional services and management training to members on all aspects of human resource management, occupational health and safety, employer relations and employment law, workplace wellbeing and international business issues.

Our Vision

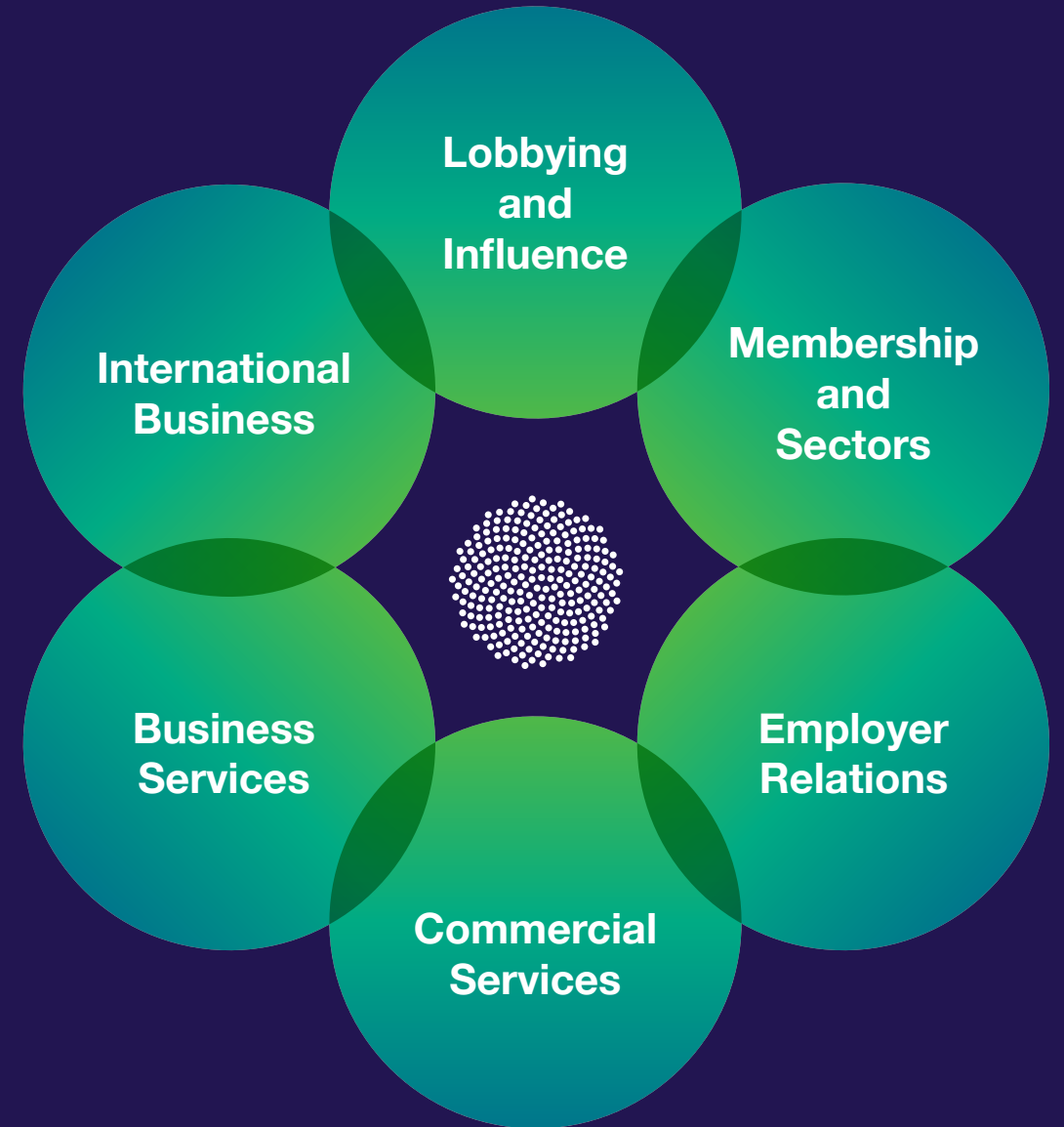
To be an organisation of substantial influence and impact wherever our members do business.

Our Mission

We will accelerate our development as a professional member services organisation by growing our membership and commercial services.

Our Purpose

To help build a better, sustainable future by influencing, supporting, and delivering for business success.



Ibec's Strategy



Find out more about our 2020-2025 strategy here

1

Influence for Impact

- » Stand out as courageous business leaders campaigning for key current and future issues, driving a better, sustainable future
- » Deliver a world-class campaign programme aligned to the key issues, exploiting omni-channel options and cutting-edge communications

2

Innovation

- » Focus on innovation to exploit the market opportunities open to Ibec
- » Design and deliver increasingly sophisticated and flexible offerings tailored to the customer
- » Anticipate, implement and embed technology changes quickly

3

People, Process & Technology

- » Invest in and develop a strong and diverse talent pipeline, build capability and provide opportunity for our staff to gain outstanding career experiences
- » Future proof Ibec's operating model
- » Build a high performing culture for an evolving Ibec

4

International Reach

- » Invest in Ibec's European footprint, seeking opportunities to build influential networks
- » Position Ibec as the voice of global business in Ireland

5

Growth and Scale

- » Grow Ibec's existing business as a professional member services organisation
- » Build market-leading businesses in adjacent niches pivoting within Ibec's core capabilities
- » Drive growth through carefully selected acquisition, alliances and partnership opportunities in both core business and adjacent niches



President's Statement **Imelda Hurley**

From Stockholm to Madrid, Paris to Washington D.C., and across Ireland, it has been a privilege to promote Ireland as a great place to invest, to do business and to engage on critical policy matters which will not only influence business outcomes in the short but also the medium and long-term.

When I was appointed Ibec President in September 2022, our economy and society were dealing with the realities and uncertainties associated with a

cost-of-living crisis, energy security challenges, an increasingly fragile international political environment, and much more.

Additionally, awareness was building regarding the seriousness of the impending tipping point for our planet on climate change. Against that backdrop, a key focus of my presidency has been on sustainability, and a highlight of my tenure as President has been promoting the importance of climate action initiatives to the business community.

I am proud to have contributed to Ibec's commitment to sustainability through my work including chairing the Ibec Sustainability Leaders Forum and the developing and launching of Ibec's Climate Action Toolkit for Business.

This toolkit provides businesses with the information needed for their climate action journey and practical guidance on how to develop an enduring climate action strategy.

As business leaders, our ongoing focus must be on delivering a sustainable future. We will undoubtedly need to grapple with balancing purpose and profit along with ensuring the delivery of products and services in a sustainable manner. As a society and economy, continued investment in housing, infrastructure, energy and skills are all equally critical to enabling a sustainable future for everyone.

In the face of the enormous climate challenge, we must continue to be ambitious, particularly when we consider the many recent obstacles we have overcome and the strong positives we have in our country, including our highly educated

workforce, dynamic economy and strong and stable political system. While there is much to do, I am confident that Ibec's focus on 'building a better sustainable future, by influencing, supporting and delivering for business success', will significantly support Ireland's businesses as they plan for the future.

Over my time as President, I have been struck time and again by the very positive and influential role Ibec plays. I can confidently assure the members that Ibec, under the expert and dedicated guidance of Danny McCoy and the Ibec leadership team, is highly effective and impactful in its work on your behalf with Government and other key stakeholders, and as a result, makes such a meaningful contribution to our economy and society. Thank you for all you do and continue to do.

Reflecting on my year, I want to thank Danny McCoy and the leadership team for the wide range of engagement

opportunities afforded to me during my Presidency. Thanks also to the National Council and Ibec Board for their ongoing engagement and direction.

As I sign off, I wish Paul Duffy, our newly appointed President, the very best for the busy and exciting year he has ahead. I look forward to continuing to contribute to Ibec, as a past president and board member.



As business leaders, our ongoing focus must be on delivering a sustainable future.



On behalf of the Board, I am pleased to present this annual review and our financial statements. Despite challenges posed by international political instability, the rise in inflation and the increase in energy costs, Ibec has continued to adapt and evolve through this unprecedented period.

The tenets of Ibec's strategy for 2020 – 2025 have never been more relevant. We continue to influence for impact, embrace innovation, enhance our people, processes and technology, increase our international reach and continue to grow

and scale the organisation. Next year, we will begin the important work developing our 2025 – 2030 strategy.

In this reporting period, our investment in talent, processes and digital infrastructure has continued to drive results, enabling us to leverage our scale and collective expertise to maximise opportunities across our business.

Trading income in 2022 amounted to €40.8m, up from €37.5m in the same period last year. Expenditure increased by €5.8m from last year to €39.4m, resulting in an overall profit before interest and tax in 2022 of €1.4m. Further details can be found in the Financial Statements section of this report.

None of this would have been possible without the hard work and dedication of the Ibec team.

Chair's Statement
Eugene McCague

The Board and I wish to thank the Ibec team led by our CEO, Danny McCoy. I would like to congratulate Imelda Hurley on her successful Presidency and to wish Paul Duffy well for his upcoming year as President. I would also like to extend my gratitude to the National Council and our wider membership for your time, commitment and ongoing support.

In my role as Chair of Ibec, I have the privilege of working with dedicated and talented Ibec Presidents, members of the Board, Trustees, National Council and the Executive Director Team.

I am sure they will all make a valuable contribution to developing a strategy that will stand the organisation in good stead for the next five years.

The hard work of Ibec's employees remains central to Ibec's continued

success. Their dedication to the organisation and willingness to go above and beyond for Ibec's membership cannot be understated. It is reflected in Ibec's strong financial position and positive feedback from our members.

I also wish to acknowledge the contributions of Board members who have stepped down over the last year, including Alastair Blair, Mike Beary and Cecilia Ronan, and to welcome Colin Hunt and Caroline Keeling to the Board.

Finally, I thank you the membership for your loyal support to Ibec over what has been both a positive and challenging year for so many.

It is an honour to serve as Chair of an organisation which makes such a positive contribution to the business community in Ireland and internationally.



The hard work of Ibec's employees remains central to Ibec's continued success. Their dedication to the organisation and willingness to go above and beyond for Ibec's membership cannot be understated.



CEO's Statement **Danny McCoy**

The year 2023 marks the significant milestone of the 30th anniversary of the formation of Ibec through the merger of the Federation of Irish Employers (FIE) and the Confederation of Irish Industry (CII).

It would have been impossible back in 1993 to chart Ireland's incredible journey both as an economy and a society to what we are experiencing today.

Chief amongst our achievements in that time has been the establishment of a real and lasting peace on the island of Ireland. Today, we do not need to look far to see the catastrophic impact of war.

The brutal and devastating Russian invasion of Ukraine acts as a stark reminder to us all that peace is a hard won and precious gift that should never to be taken for granted.

Ibec had the privilege this year of marking the 25th anniversary of the Belfast/Good Friday Agreement through our 'For Peace + Prosperity' campaign which highlighted the role that the business community has played protecting and promoting peace on the island of Ireland through building entrepreneurial and economic ties both North and South and East and West.

In times of increasing political instability internationally, Ireland's reputation as a stable democracy in which political rights and civil liberties are respected and defended has never been more vital to our society and valuable to our economy.

Ibec believes that the business community can and must play a responsible and meaningful role in society and contribute to a real social dialogue. Challenges such as tackling climate change, our housing crisis and the State's capacity constraints will only be addressed by all parts of society working together to find solutions.

Ibec has never been in a stronger position to play our part. Over the past year, Ibec continued to strengthen our capacity to deliver



Trade Associations

professional member services. We now have 279 people employed across a range of services and are Ireland's largest lobbying organisation.

We have led on all aspects of strategic human resources and industrial relations, with our knowledge centre ensuring we provide an efficient and comprehensive response to thousands of members' HR queries. Ibec also now represents the views and needs of 39 trade associations from right across the Irish economy.

Ibec's commitment to our members is exemplified by our new Customer Charter which sets out our standards and commitments to our members throughout their experience with Ibec. Our charter reflects how our purpose and values are lived through our work for our members, customers,

internal and external stakeholders and strategic partners. These standards and commitments are clearly illustrated in the resoundingly positive feedback in our annual Net Promoter Score survey of members.

We work closely with businesses large and small to deliver customised in-company training, tailored around the business requirements. Following its relaunch last year, the Ibec Academy has continued to go from strength to strength, illustrating our understanding of the importance of education and lifelong learning to ensure Ireland's continued economic success now and into the future.

The Ibec Global brand is building our international reach by providing valuable insights to businesses and high-level engagement and facilitation.

We continue to innovate across our communication channels with key stakeholder audiences using a combination of digital engagement through our website, dedicated podcast hub and social media platforms and strategic meetings, roundtable discussions, workshops and events.

I remain extremely proud to lead Ibec. What we achieved over the last year would not have been possible without the creativity and commitment of many people. I would like to especially thank our outgoing Ibec President Imelda Hurley and our Chair Eugene McCague for their outstanding leadership and support. I would like to congratulate incoming President Paul Duffy on his election, I look forward to working with

him in the year ahead. I also deeply appreciate the hard work and dedication of the entire Ibec team and Ibec Board, Trustees, and National Council over the past year.

Lastly, my sincere thanks to the members for their ongoing support and commitment to Ibec.



What we achieved over the last year would not have been possible without the creativity and commitment of many people.

Ibec's Board 2022/23



Imelda Hurley
Ibec President and CEO, Coillte



Paul Duffy
Deputy Ibec President, Vice President Manufacturing, Pfizer



Anne Heraty
Non Executive Director, Kingspan



Anne O'Leary
President, Meta Ireland



Caroline Keeling
CEO, Keelings



Cecilia Ronan
Managing Director, Citi Bank Europe



Colin Hunt
CEO, AIB



Dalton Phillips
CEO, Greencore



Danny McCoy
CEO, Ibec



Eugene McCague
Chair of Ibec



Frank Gleeson
CEO, Aramark, Northern Europe



Gerard P Kilcommins
Vice President Manufacturing, Medtronic



Liam O'Donoghue
Deputy CEO/COO, Ibec



Maureen Walsh
Managing Director, DeCare Dental



Mike Beary
Country Manager, AWS Ireland



Pat McCann
Non Executive Director, Glenveagh Properties



Siobhán Talbot
Group Managing Director, Glanbia

Ibec's Executive Director Team

The Executive Director team, led by Ibec CEO Danny McCoy, is responsible for implementing the strategy set by the Ibec Board.



Ibec's People

We recognise that our people and culture are central to our ability to deliver successfully.

Ibec employs 279 people across our offices in Ireland and Brussels. We hire people who are passionate about Ibec's purpose and the role they can play in delivering on this. Growth and learning are integral to our core values and a wide range of career and professional development opportunities are made available to our staff throughout their careers.

279

Ibec staff are 69% female and 31% male. Average service is 9 years.

Ibec & Sustainability

The concept of sustainability is central to our purpose in Ibec, which is to help build a better, sustainable future by influencing, supporting and delivering for business success.

We champion policies that support more sustainable business practices. As well as calling on Government to develop policies to support climate-smart economic development, people-related issues feature prominently in all of our lobbying campaigns, from solving the affordable housing challenge to promoting lifelong learning in the workplace.

We also support our members to stay informed on this fast-moving agenda, through fresh insights into key sustainability topics at our events and webinars, including the circular economy, diversity & inclusion and sustainable corporate governance.

As a business, Ibec has provided organisation-wide training to all staff on the topics of Principles of Sustainability and ESG, Sustainability Strategy Development and ESG Reporting to give staff a better understanding of the challenges and opportunities that face Ibec and our members.

A cross functional team focused on ESG in Ibec has held workshops throughout the year, establishing a sustainability baseline and identified gaps to be addressed. Next steps are to create a Sustainability Strategy for the business as well as establishing reporting requirements and systems to capture the data.

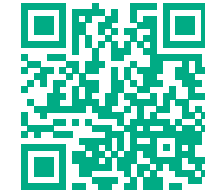
Ibec & Sustainability

The Climate Action Toolkit

Ibec Academy runs a range of ESG courses to give senior management and their boards greater understanding of the way ESG issues impact on an organisation's strategy, finance considerations and future reporting.

In 2023, Ibec launched 'Climate Action: A toolkit for business' in collaboration with Accenture. This comprehensive toolkit provides businesses with the information they need for their climate action journey and provides practical guidance on how to develop an enduring climate action strategy.

The Climate Action Toolkit shares learnings, experience, and best practice, which can be used by executives to understand the business imperative, and more importantly to develop a best practice approach, to support businesses to deliver on carbon reduction.



Find out more
about our
Climate Action
Toolkit here

Gender Pay Gap Reporting

Gender Pay Gap is the difference between the average pay men and women earn per hour. A Gender Pay Gap is not the same as equal pay. It is primarily influenced by the distribution of men and women working in the organisation and the seniority at which they work.

In 2023, Ibec published its inaugural Gender Pay Gap report reporting a GPG of 29%. The Ibec GPG reflects the distribution of gender representation across the organisation.

This first Gender Pay Gap report should be seen as a starting point rather than a destination, and an opportunity to create a more equitable workplace for all in Ibec.

Ibec has committed to addressing our gender pay gap through our Talent Management and Diversity & Inclusion Strategies.

Diversity & Inclusion at Ibec

Diversity and Inclusion is core to our values at Ibec. We have woven it into our Customer Charter, Core Competencies, our Strategy and how we behave to each other.

In 2022, we were pleased to get the Silver Accreditation under the *Investors in Diversity* framework. The results from our organisation wide staff survey focused on the lived experiences of our Diversity and Inclusion at Ibec.

The results and analysis from the survey will form the basis of our ongoing commitment to demonstrate a culture where employees know that their diversity is important and that the organisation will make efforts to ensure that they feel included.

Our D&I Steering group and D&I Connect group, which are made up of Ibec staff from different parts of the organisation

support the Executive team in ensuring that D&I remains a priority.

Initiatives for this reporting period have included a refreshed Dignity at Work programme alongside several events such as for International Women's Day, International Men's Day, National D&I Day, Pride, International Day of People with Disabilities. Our approach for all of these events was education, celebration and inclusion.

SECTION 2

Ibec's Impact

Our members, comprised of big and small, home-grown and multinational businesses operating in 39 trade associations, provide us with unique insights and a comprehensive understanding of how the Irish business model and economy work.



Ibec Campaigns

As the voice of Irish business, Ibec campaigns for change that will deliver a balanced, sustainable growing and prosperous society.



Budget 2023 -

Ibec's headline campaign setting out Ibec's fiscal and economic priorities for Government.

Better Lives, Better Business

This campaign highlights ways to improve people's quality of life by making Ireland a better place to live and work.

For Peace and Prosperity

This campaign marked the 25th Anniversary of the Belfast/Good Friday Agreement bringing attention to the important role that the business community has played in perpetuating peace on the island of Ireland.

Stronger Europe, Stronger Ireland

This campaign lobbies for Irish business priorities for the future of Europe ensuring it is Competitive, Innovative, Sustainable and Open.

Ibec Cross-Sectoral Campaigns



The Experience Economy

Ibec's More than Meets the Eye campaign brings a contemporary understanding to Ireland's experience economy and outlines its significant economic contribution.



Founders Campaign

Ibec's Founders campaign highlights recommendations to Government to support business founders.



Manufacturing in Ireland

Today, tomorrow and beyond – spotlighting the scope and scale of the manufacturing sector in Ireland.



Digital Health

A campaign to increase awareness of Ireland as a place 'Where Digital Health Thrives' and to ensure we have the right business policies and conditions to grow the digital health sector here in Ireland.

Advocacy & Representation, Legal Services and Knowledge Centre

On behalf of member organisations, our experts lead negotiations with trade unions at company level through to the industrial relations institutions and provide representation at mediation and adjudication hearings at the Workplace Relations Commission (WRC) and the Labour Court.

In 2022 we have successfully supported members in over 725 remote and in person hearings at the WRC and the Labour Court. Pay negotiations have been a significant feature of local negotiations this year and the team has successfully concluded numerous deals addressing the competitiveness issues facing our members.

The team has managed a total of 1,975 employment cases in key areas of negotiations and representation.

Our legal services and knowledge centre teams have lobbied extensively at both national and EU level. The team has engaged with the Labour Employer Economic Forum subgroups, Government Departments, regulatory bodies and EU representatives to influence and provide guidance for members on the very substantial Government and EU employment policy agenda.

The team has also engaged directly with Government, Joint Oireachtas Committees, public consultations and made issue specific Ibec submissions to influence the balanced introduction of proposed and pending employment legislation.

Organisations that are members of Ibec have access to an Ibec advisor who together with our knowledge centre and legal services provide comprehensive advice on the interpretation of employment legislation, best practice human resource / industrial relations management and a range of resources from legal guidance notes, webinars and podcasts, plus numerous HR and Sector briefings.

1,975

Employment cases managed

Industrial Relations

In October 2022, the ‘Final Report of the Labour Employer Economic Forum (LEEF) High Level Working Group on Collective Bargaining’ was published.

The Report made a number of proposals regarding the collective bargaining landscape in Ireland, including in the context of Ireland’s impending obligations to promote collective bargaining under the Adequate Minimum Wage Directive. The Department of Enterprise, Trade and Employment is currently considering the recommendations of the High-Level Group with a view to formulating proposals for Government consideration before the end of 2023. Ibec will continue to be actively engaged on these proposals.

Trade Associations Overview

Ibec has a thriving ecosystem of over 39 trade associations and networks that cover a wide range of industry sectors spanning medtech, biopharma, food and drink, IT, retail, property, and financial services.

Over the past year, they have worked with their sectors to address the ongoing challenges regarding availability and cost of labour, energy supply, planning and infrastructure issues and inflation.

Throughout, they have continued to focus on developing strategies to support their industries sustainable growth while representing their industries interests to Government, EU institutions and key industry stakeholders.

To foster competitiveness and innovation, they enable industry and cross-industry collaboration while providing informed perspectives on industry issues, regulation, expert briefings, networking and industry-led training.

39+

Trade associations
and networks

Trade Associations & Networks



Trade Associations

Aircraft Leasing Ireland

Audiovisual Ireland

Biopharmachem Ireland (BPCI)

Building Materials Federation (BMF)

Cement Manufacturers Ireland (CMI)

Childhood Services Ireland

Chocolate and Confectionery Council of Ireland

Cloud Infrastructure Ireland

Dairy Industry Ireland (DII)

Drinks Ireland

Drinks Ireland | Beer

Drinks Ireland | Cider

Drinks Ireland | Spirits

Drinks Ireland | Wine

Engineering Industries Ireland

Federation of Aerospace Engineering industries (FAEI)

Federation of Irish Renderers (FIR)

Financial Services Ireland (FSI)

Food Drink Ireland (FDI)

Foods for Special Medical Purposes (FSMP)

Forest Industries Ireland

Irish Beverage Council (IBC)

Irish Breakfast Cereals Association

Irish Bread Bakers Association (IBBA)

Irish Cold Storage Federation (ICSF)

Irish Cosmetics and Detergents Association (ICDA)

Irish Decorative Surfaces Association (IDSCA)

Irish Medtech Association

Irish Plastic Pipe Manufacturers Association

Irish Whiskey Association

Meat Industry Ireland (MII)

Petfood Association of Ireland (PFAI)

Polymer Technology Ireland

Property Industry Ireland (PII)

Retail Ireland

Small Firms Association (SFA)

Technology Ireland

Telecommunications Industry Ireland

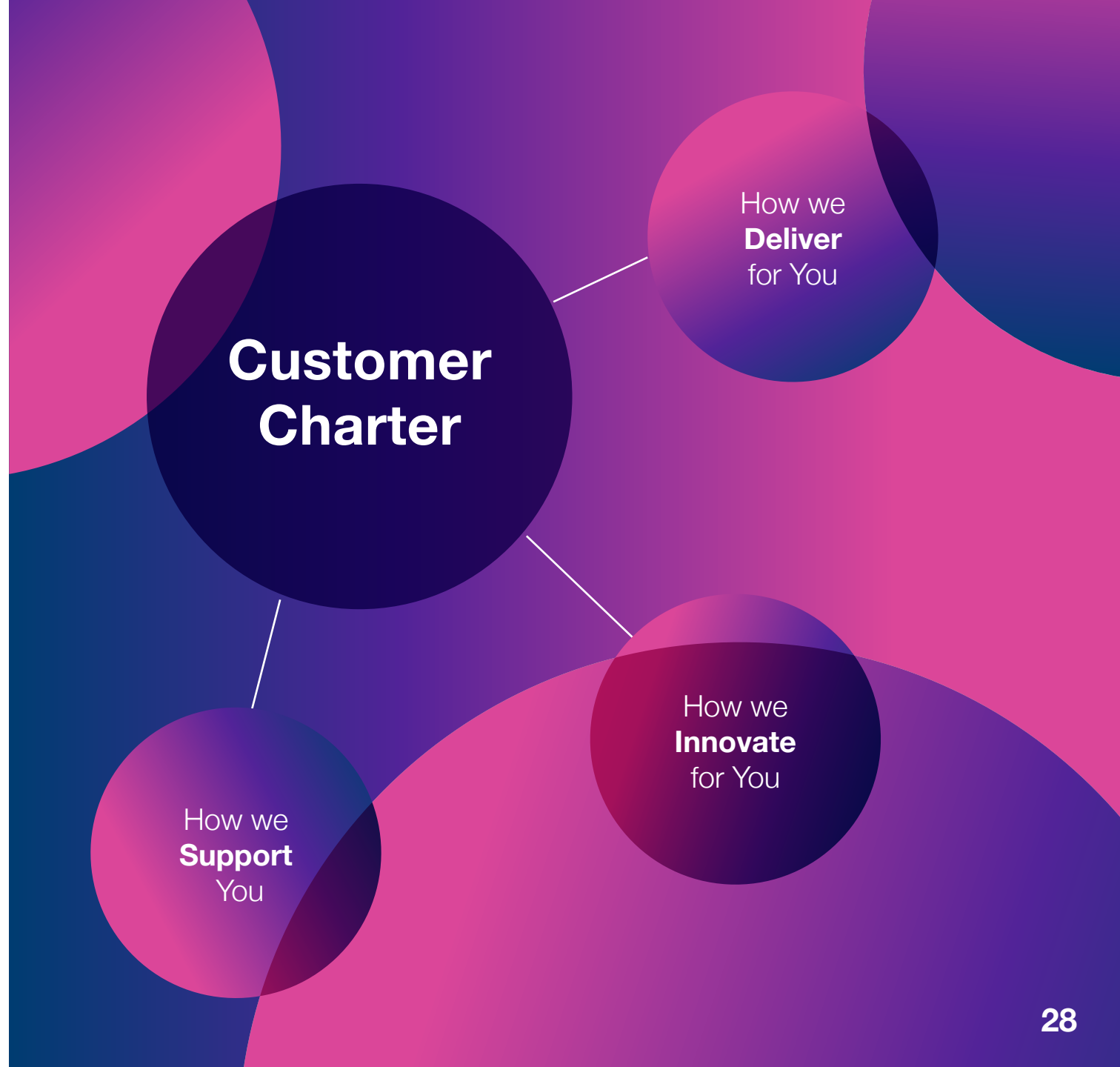
White Goods Association (WGA)

Ibec's Customer Charter

This year Ibec launched our **Customer Charter** to set out our standards and commitments to our members throughout their experience with Ibec.

Our charter reflects how our purpose and values are lived through our work for our members, customers, internal and external stakeholders and strategic partners.

To learn more visit ibec.ie/about-us/ibec-customer-charter



Events

Ibec President's Dinner

One of Ibec's most prestigious events returned to the RDS in September 2022 the Ibec President's Dinner celebrating the annual handover of the Ibec Presidency. The event was attended by over 750 senior industry leaders representing organisations from across all key sectors of the economy. *Pictured are CEO, Danny McCoy, then Tánaiste and Minister for Enterprise, Trade and Employment Leo Varadkar and Imelda Hurley President of Ibec and CEO of Coillte.*



Ibec Business Leaders' Summit

A unique think-tank styled event, by invite only for CEOs and political stakeholders, held under Chatham House Rules. The Summit's purpose was to bring together business leaders in an informal and supportive space to collectively tackle the pressing social, environmental and economic priorities for Ireland and help shape the messaging Ibec will take to government on behalf of our members. *Pictured at the Summit was then Minister for Finance Paschal Donohoe.*



For Peace & Prosperity, an Ibec event with Bertie Ahern and Alastair Campbell

As part of the for Peace + Prosperity campaign, marking the 25th anniversary of the signing of the Belfast/Good Friday Agreement Ibec hosted former Taoiseach Bertie Ahern and the former Director of Communications for the British Prime Minister Alastair Campbell to come together to discuss their respective roles in negotiating the historic agreement at the Mansion House's Round Room.



Events

Our thought leadership in the field of human resources and employment law is shared through the annual Employment Law Conference and the HR Leadership Summit, both flagship events which have achieved targets again this year.



Ibec HR Leadership Summit

Maeve McElwee, Executive Director, Employer Relations addresses the HR Leadership Summit.



Ibec Employment Law Conference

Nichola Harkin, Head of Employment Law Services, addresses the Employment Law Conference.



KeepWell Awards

Paula Cain, Executive Director, Commercial Services and Sophie Moran, Programme Manager for the KeepWell Mark celebrated the winners of the prestigious The KeepWell Awards in September.

Sectoral Events



The Small Firms Association (SFA) National Small Business Awards took place in March 2023. The Awards celebrate the achievements of small businesses in Ireland and recognise the important and vital contributions of this sector to the Irish economy. Thirty-six finalists and five Emerging New Businesses were selected from hundreds of applications received for the 2023 programme. Moffett Automated Storage Limited was named as Overall National SFA Small Business Winner 2023.



Technology Ireland Awards

The 30th Annual Technology Ireland Industry Awards took place at the black-tie gala Awards Ceremony in November 2022 in the Mansion House. The prestigious Awards celebrate the best and brightest of Ireland's technology companies. MCO (MyComplianceOffice) was named the Digital Technology Company of the Year and were among 12 winners on the night. *Pictured at the event are Ian Collins, Partner and Head of Innovation Incentives at EY Ireland, Una Fitzpatrick, Director of Technology Ireland and Brian Fahey, CEO of MyComplianceOffice.*



The Financial Services Ireland Annual Dinner took place in November 2022. This flagship event for the financial services industry brought together the diverse membership of the financial services community in Ireland and showcased the continuing strength and economic importance of the industry. *Pictured at the event are Patricia Callan, Director of Financial Services Ireland, Sharon Donnery - Deputy Governor of the Central Bank of Ireland and Danny McCoy, CEO of Ibec.*



The Launch of the 'Retail Ireland Strategy 2023-2026 - A Sustainable Future for Irish Retail' took place in March 2023 at PWC Head Office, Dublin. The strategy identifies key strategic priorities for the years ahead, which reflect the needs of Irish retail businesses and the role that the association can play in supporting the growth, further development, and representation of the sector. *Pictured at the launch are Arnold Dillion, Director of Retail Ireland and Shane Flynn, Managing Director, Aramark and Chairman of Retail Ireland.*

Podcasts & Webinars

Ibec Voices

A podcast series about the people and priorities behind Irish business and the global climate that impacts it. The series provides behind-the-scenes access to what's top of mind for Ireland's business leaders, thought leaders, and the people working hard for a better Ireland.

Ibec Responds

Ibec Responds provides timely and up-to-date analysis and insights from Ibec experts on topical issues as they emerge.

Work Talks

Work Talks, Ibec's Employer Relations podcast series shares strategic thinking on all aspects of employer relations including thought leadership on the employment landscape in Ireland – examining future trends, legislative and regulatory developments, and insights into the practical applications of employment policy in workplaces.

KC Connect

Building on the success of our series of bitesize webinars "KC Connect in 15" we have recorded a broad range of new webinars in this series providing easy access to employment legislation and occupational health and safety topics.

Webinars

This year Ibec hosted 94 webinars on topics representing the broad range and scope of our members interests ranging from the Circular Economy, Gender Pay Gap Reporting and Making your Membership work for you.

The logo for Ibec Voices, featuring the Ibec logo (a blue circle with a white dot) and the text "Ibec Voices" in a white sans-serif font, set against a solid pink background.The logo for Ibec Responds, featuring the Ibec logo and the text "Ibec Responds" in a white sans-serif font, with a white speech bubble outline around the text, set against a solid yellow background.The logo for Ibec WorkTalks, featuring the Ibec logo and the text "Ibec WorkTalks" in a white sans-serif font, with a white speech bubble outline around the text, set against a solid green background.The logo for Ibec KC Connect, featuring the Ibec logo and the text "Ibec KC Connect" in a white sans-serif font, with a white magnifying glass icon to the right, set against a solid light blue background.

Lobbying Engagement

Influencing and reacting to domestic and international policy, Ibec campaigns for business and engages with stakeholders on positions across society and the economy.



President of the United States of America Joe Biden meeting Ibec CEO Danny McCoy at a special reception at Áras an Uachtaráin.



St Patrick's Day Event in the European Parliament where we were joined by Peter Burke, Minister of State with responsibility for EU Affairs & Defence, Seán Kelly MEP, Roberta Metsola President of the European Parliament and EU Commissioner Mairead McGuinness.



Minister for Finance Michael McGrath addressed Ibec's National Council in May.



Meeting with Minister for Further and Higher Education, Research, Innovation and Science Simon Harris on Ibec's Experience Economy campaign and priorities.

Lobbying Engagement



Ibec Regional Insights Series – A series of events that presented opportunities for senior business leaders and key stakeholders in the region to come together with Ibec CEO, Danny McCoy, members of the Ibec Executive Director Team and leading voices in regional business to gain insights, share ideas and discuss challenges and opportunities that lie ahead. *Pictured are members who attended the event for the Mid-West in Limerick.*



Different perspectives: influencing a healthy democracy and a strong economy – Ibec hosted a panel discussion with women representatives from the largest political parties who shared their unique perspectives on this important topic. – *Pictured are Nikki Gallagher, Head of Public Affairs - Ibec, Senator Lisa Chambers - Leader of the Seanad, Maria Walsh Fine Gael MEP for the Midlands–North-West constituency, Senator Annie Hoey, Labour spokesperson Further and Higher Education, Innovation, Research and Science, Claire Kerrane TD, Sinn Fein Agriculture spokesperson and Hazel Chu, Green Party Councillor and former Lord Mayor.*

Lobbying Engagement



Roundtable discussion with Minister for the Environment, Climate, Communications and Transport Eamon Ryan



In Conversation event with Ivana Bacik T.D., Leader of the Labour Party



Far Left: For Peace + Prosperity event hosted by Ambassador Martin Fraser at Ireland's Embassy in London

Left: In Conversation event on Gender Equality in the Workplace with MEP Frances Fitzgerald and Noeline Blackwell and CEO of Dublin Rape Crisis Centre



Meeting with Joe Kennedy III Special Envoy for Northern Ireland in Washington D.C.

Sectoral Lobbying Engagement

Housing Viability Success

Following lobbying by Ibec and Property Industry Ireland on the viability challenge of delivering new homes, the Government have removed development levies and utility connection charges for a year.

Alcohol Labelling Outreach

Drinks Ireland's lobbying outreach campaign engaged all EU member states and more than 20 leading international trade partners on proposed Irish alcohol labelling legislation. This resulted in unprecedented formal opinions from EU States and raised at World Trade Association Technical Barriers to Trade Committee level.



Medtech Regulation Extension

Irish Medtech Association's lobbying, as part of Medtech Europe, secured a crucial 3-year extension for Medical Devices Regulation transition. This preserves medtech market presence during infrastructure establishment, involving over 60 engaged public representatives. *Pictured are Sinead Keogh Head of Sectors and Director, Medtech & Engineering at Ibec, Dara Calleary TD Minister of State for Trade Promotion, Digital and Company Regulation and Emer Sherry, Senior Executive, Public Policy and Regulatory Affairs, Irish Medtech Association, Ibec.*



Forestry Support Commitment

Forestry Industry Ireland's (FII) lobbying yielded a significant €1.3 billion package, fortifying forestry and timber production over the next decade. A potent national commitment against climate change. *Pictured are Maria Walsh MEP, Brian Murphy, CEO Balcas and Chair of FII and Mark McAuley, Director of FII.*



Brexit Adjustment Reserve

Dairy Industry Ireland and Meat Industry Ireland secured €85 million in funding and government backing for a groundbreaking bovine genotyping project. Enhancing breeding, sustainability, and competitiveness, establishing a unique selling point. *Members of Dairy Industry Ireland pictured with Minister Simon Coveney and Prof John O'Halloran, President, UCC at the launch of Centre of Dairy Excellence at University College Cork.*

SECTION 3

Ibec's Services

Ibec offers our members a wide range of services including professional development and training programmes, strategic support to improve wellbeing and the opportunity to harness Ibec's international reach through insights, analysis and high-level engagement and facilitation.

Ibec Academy

Leading provider of premium professional development programmes

**Ibec
Academy**
We know
Business



After the significant changes in the workplace of the previous number of years, Ibec Academy continues to lead the way in helping organisations adapt to this changing working environment and HR practices.

2022 was another strong year for the Ibec Academy, with over 500 accredited Diploma, Certificate, short, and customized programmes delivered through our learning pillars of Management/Leadership Development, Personal Development, Business, Operations, and ESG, Employee/Industrial Relations, Employment Law, and Occupational Safety and Health. These courses were delivered both online and face-to-face, with over 5,800 leaders, managers, and professionals trained.

We believe in the transformational power of learning in the workplace. From frontline, right through to senior management, continuous development is one of the most fundamental strengths that can be brought to an organisation.

At our 2022 graduation ceremony in March, we celebrated the 123 proud graduates who received their Ibec Academy awards accredited by TU Dublin following the completion of their Employment Law, Management, Leadership, Coaching, Strategic Innovation, Project Management, and Occupational Safety and Health programmes during 2021.

5,800

Leaders, managers, and professional trained

Skills & Training and Skillnets

Funded industry-led learning through our Trade Associations

- » Through our 11 Skillnet Networks, 5 Apprenticeships and Springboard projects we collaborate with business to design and deliver programmes that address the current and future, technical and non-technical skills required for their industry.
- » This year we had a 20% increase in companies engaging with our networks, with over 3,700 companies upskilling over 15,000 employees through our 690 accredited and non-accredited programmes.
- » Programmes support key issues impacting industry including sustainability, innovation, digitisation, and quality and regulation.
- » Programmes are funded by Government and are designed to meet talent needs of business and drive competitiveness in line with Ibec's strategy.

€22.85 million

Total Funding (grant & matched)



23

Years in existence

60

Students trained

5

Years in existence

11

Ibec Skillnet Networks

2

Ibec Programmes

5

Ibec Apprenticeships

166,244

Training days in 2021

6

Certified industry-led programmes

3,718

Companies engaged

160+

Companies engaged

690

Programmes

The KeepWell Mark Programme

Ibec's KeepWell™ Mark programme helps companies take a strategic approach to wellbeing for improved business performance.

We do this through The KeepWell™ Mark, an evidence-based workplace wellbeing accreditation from Ibec and via the KeepWell community programme which offers training on building effective wellbeing strategies, along with clinics, site visits, networking events and webinars on topical areas including resilience, psychological safety, and menopause. The KeepWell community continues to be a driver for excellence in corporate wellbeing with an active network of 130+ companies enrolled.

In April, we hosted our inaugural Leading in Wellbeing lunch where Ibec recognised the top six companies that have excelled across key areas of their KeepWell accreditations during the last year through our best-in-class awards. We also published our third annual index of the top 100 companies leading in wellbeing, which showcased those

businesses of all sizes who have significantly improved their performance in supporting employee mental health and wellbeing.

In addition, we also hosted the 9th National Workplace Wellbeing Day on 28 April. This is Ireland's biggest celebration of workplace health and wellbeing with up to a 1,000 companies partaking in the day, nationwide.

Learn more at www.thekeepwellmark.ie



Ibec's International Reach



Members of Ibec's Executive Director Team pictured at the opening of the new Ibec Office in Brussels.

Ibec's international reach continued to extend in the last twelve months. In October, we were delighted to welcome over 200 senior political, policy and business stakeholders to the opening of the new location of our office in Brussels.

The Ibec EU & International Affairs team continued to enhance Ibec's presence in Brussels, engaging with European stakeholders and representing Irish business positions to EU policymakers on a variety of EU policy topics.

The international business division continued to develop and rollout the Ibec Global brand. Ibec Global is Europe's leading English-speaking, globally networked business organisation and the voice of international business. It provides opportunities to engage publicly and privately at the highest levels, convening international business leaders and stakeholders to debate and shape the trends and priorities critical to creating a successful, shared global economy and society.

Ibec's International Reach



At our Brigid in Brussels event, speakers including Commissioner Mairead McGuinness, Frances Fitzgerald MEP, Ambassador Cait Moran and Executive Director Jackie King, came together to recognise Irish women in Belgium.



Peter Burke TD, Minister of State for European Affairs & Defence with Pat Ivory, Director of EU and International Affairs.



Executive Vice-President Margrethe Vestager, the EU Commissioner for Competition pictured at the Ibec Global event – ‘Ireland as a leader in a Strong Digital EU’.

Insights & Analysis

Over the last year, Ibec Global has published Divergence Watch, a quarterly publication, which looks at the shifting relationship between the EU and the UK and the potential impact of regulatory divergence on international businesses and investors.

The Ibec EU & International Affairs team provided insights and analysis on EU affairs and trade policy issues for colleagues, members and stakeholders through briefing documents, publications like ‘Ibec Europe & Global Focus’, webinars and podcasts.

As part of the ‘Stronger Europe, Stronger Ireland’ campaign, EU Ambassadors attended a briefing in Dublin in September 2022 where Ibec set out the views of Irish business on key EU issues. In May 2023, Ibec launched a campaign ‘The potential of the Single Market’, marking the 30-year anniversary. The campaign was launched at an event with Peter Burke TD, Minister of State for European Affairs & Defence and attended by EU Ambassadors to Ireland.

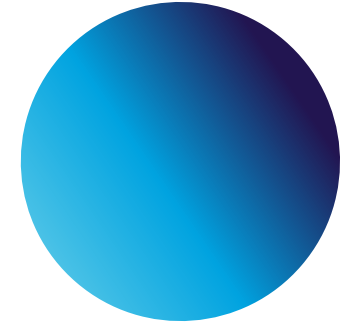
High-level Engagement & Facilitation

In September, at a special Ibec Global event – ‘Ireland as a leader in a Strong Digital EU’ – we were delighted to host Executive Vice-President Margrethe Vestager, the EU Commissioner for Competition and Chair of the Commissioners’ group on a Europe Fit for the Digital Age. At the event at Trinity College Dublin, business leaders and societal stakeholders heard about the importance of embracing digital policy leadership in weathering emerging social, economic and environmental challenges.

In March, we took a delegation of business leaders to the United States for our annual St. Patrick’s week outreach programme with key stakeholders. Our programme took us to New York and Washington where we participated in a series of meetings and events with Joseph Kennedy III, the U.S. Special Envoy to Northern Ireland for Economic Affairs, the International Monetary Fund, the National Association of Manufacturers, the U.S. Chamber of Commerce, and the Irish Embassy. Finally, we hosted our sold-out Ibec dinner where we welcomed 100 business leaders and stakeholders from the Island of Ireland and the United States.

SECTION 4

Financial Statements



Irish Business and Employers Confederation

Ibec principally trades through two legal entities – Irish Business and Employers Confederation Trade Union and Ibec Company Limited by Guarantee. Under FRS rules Ibec cannot file consolidated accounts.

We present a consolidated version of the accounts in the Annual report as we believe it gives a complete picture of the Ibec business.

On a consolidated basis the combined results of both entities show that:

Trading Income in 2022 increased by €3.3m to €40.8m (2021: €37.5m). The positive movement reflects increased membership contributions in addition to an increase in Ibec Academy training income and other income.

Expenditure increased by €5.8m to €39.4m (2021: €33.6m). This is mainly due to an increase in administration costs including personnel costs, professional fees relating to the ongoing Cloud 1st transformation programme and a normalisation of operating costs post Covid.

This resulted in an overall profit before interest and tax in 2022 of €1.4m (2021: €3.9m).

The Non-Statutory consolidated statements of income and balance sheet are included on the next slide.

Non-Statutory Consolidated Statement of Income

for the Financial Year Ended 31 December 2022

	2022 €	2021 €
Turnover		
Subscriptions	33,322,926	30,791,202
Training Income	2,871,893	2,608,029
Other Income	4,637,729	4,089,690
	40,832,548	37,488,921
Operating Costs		
Administration costs	(36,003,836)	(30,313,043)
Establishment charges	(2,328,730)	(2,588,537)
Travel and Motor Expenses	(444,036)	(42,298)
Depreciation and Amortisation	(690,344)	(669,882)
	(39,466,946)	(33,613,760)
Surplus on Ordinary Activities Before Interest and Taxation	1,365,602	3,875,161
Interest receivable and other gains	391	953
Interest payable and similar charges	(121,407)	(124,832)
Dividend Income	0	463,663
Surplus On Ordinary Activities Before Taxation	1,244,586	4,214,945
Taxation on surplus on ordinary activities	(224,857)	(552,822)
Surplus For The Financial Year	1,019,729	3,662,123

Non-Statutory Consolidated Balance Sheet

as at 31 December 2022

	2022 €	2021 €
Non Current Assets		
Tangible Assets	1,500,748	2,904,423
Intangible Assets	487,926	618,701
Financial Assets	103	103
Investments	2,981,380	0
	4,970,157	3,523,227
Current Assets		
Debtors	5,218,687	4,846,203
Cash and bank balances	27,923,061	29,828,567
	33,141,748	34,674,770
Creditors: Amounts falling due within one year	(28,625,365)	(28,545,739)
Net Current Assets	4,516,384	6,129,031
Total assets less current liabilities	9,486,541	9,652,258
Creditors: Amounts falling due after more than one year	(1,108,332)	(2,393,778)
Long term Incentive Provision	(100,000)	0
Net assets	8,278,209	7,258,480
Represented By		
Capital reserves	201,744	201,744
Revaluation reserve	222,944	1,548,158
Profit and loss account	4,830,489	2,584,466
Sector specific reserves	3,023,032	2,924,112
Total Reserves	8,278,209	7,258,480



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