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Welcome Note

This month's edition of Engage focuses on the theme of **Innovation -** a post-Budget 2027 summary on supports for sustainability and ESG, how agility and adaptability becomes a communications opportunity in the event of a crisis, why boards can no longer treat ESG as a "sub-committee" issue, the importance of plain English in supporting adult literacy needs and finally, a note on the recently launched Ibec Impact Report 2026 .



Sustainability and ESG Post-Budget 2027 Summary

Networks Senior Executive, Aoife Ngo, discusses how from an ESG perspective, the budgetary measures demonstrate an asymmetric focus. While social governance and labour market resilience receive significant structural support through skills packages, childcare cost reductions and inclusion measures, climate and decarbonisation policy presents an interesting picture.

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Innovation in a Crisis: How Agility Becomes a Communications Opportunity

Cian Doherty, Director, Financial Communications, Drury

When a crisis arrives the first instinct is to contain it and limit the damage. Organisations that adapt quickly, say what they know and change course when the situation demands can come through a crisis with their reputation intact, and sometimes strengthened.

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Governance Under the Spotlight: Why Boards Can No Longer Treat ESG as a "Sub-Committee" Issue

Pat Kane, Chief Sustainability Officer, Antaris Consulting

For years, sustainability governance sat comfortably at arm's length from the boardroom, delegated to a CSR committee, a sustainability lead, or an annual report sign-off. That era is ending and with it begs the question, are current governance structures fit for purpose?

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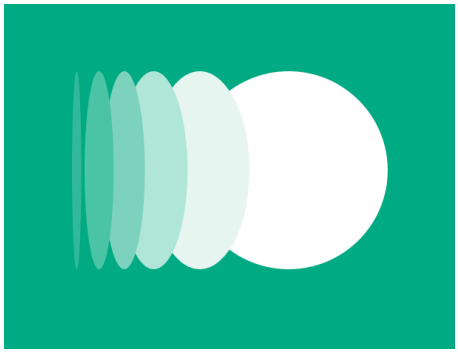


Innovation in Adult Literacy: Get Ahead Early

Claire O'Riordan, Plain English Co-ordinator, NALA

Why is it that too many documents and websites are written at a higher level than the average adult can understand? Research shows that 17% of the current Irish workforce struggle with literacy needs. Implementing Plain English into your comms will help develop your brand and boost morale amongst your employees.

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Ibec Impact 2026 Report

Ibec, Corporate Affairs

As you plan for what's next in 2027, see how Ibec's collective voice and expertise backed your organisation throughout the past year. Our Impact 2026 Report highlights the tangible wins delivered for your business - combining policy influence, dedicated employer services, strategic insights, and peer networking to keep your business resilient and competitive.

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KEY DATES

DSE Risk Management, Still Fit For Purpose?

Online, 11:00, 5 November

This **live webinar** led by **Ibec's EHS team** will advise on practical ways to streamline risk assessments, reduce everyday injury risk and ensure your business is prepared for upcoming EU regulatory changes.

Register

Masterclass: Shaping a Culture of Wellbeing

In-person, 08:30, 5 November

Combining a structured methodology with expert insights, collaborative discussions, and shared peer experiences, this **highly interactive masterclass** will help you understand how you can build the most effective working environment for your people.

Register

KC Connect in 15 - Dealing with Data Breaches and Cyber Attacks

Online, 10:00, 10 November

This **bite-sized webinar series** provides expert advice on some of the most common challenges employers face today. Join **Alison Boland, Employer Relations Executive**, as she discusses how to respond in the event of a data breach and cyber attack.

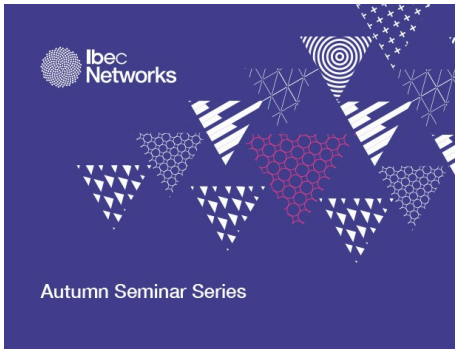
Register

Retirement Matters Seminar 2026

In-person, 09:30, 12 November

This **half-day seminar** is designed to equip HR professionals, business leaders, and policymakers with an understanding of **changed retirement rules** and emerging employment trends, with practical strategies for maintaining an inclusive workforce.

Register



Now Available on Playback | Autumn Seminar Series 2026 | Market Volatility: Protect your Bottom Line

Ibec Networks

For anyone who may have missed it, our **Ibec Networks Autumn Seminar Series 2026** is now available on playback. Designed for **senior executives, business owners and finance leaders**, this series saw top industry experts and economists **deliver practical, actionable insights** on safeguarding your margins, maximising ROI on emerging technologies and forecasting for the market conditions ahead.

Session 1: Defend the Margin - Geopolitical Risk & Resilience

Session 2: Deliver the Value - AI & Tech ROI

Session 3: Decode & Forecast - Macroeconomics & Markets 2027

We value your feedback

Send us your feedback on Engage. For article submissions, contact Karen Moloney at karen.moloney@ibec.ie
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Best regards,
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