



HORSE RACING IRELAND  
RÁSAÍOCHT CAPALL ÉIREANN

# Racing towards a better world

**SUSTAINABILITY STRATEGY 2024**



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# Overview

Horse Racing Ireland (HRI) is the national authority for thoroughbred racing in Ireland, with responsibility for the governance, development, and promotion of the industry under the Horse and Greyhound Racing Act 2001.

The racing and breeding industry is uniquely positioned at the intersection of several industries – notably agriculture, sports, and leisure – and as such has a significant role to play in fostering and promoting strong social initiatives and sustainability practices.

Stakeholder expectations on sustainability ambition and performance have also increased significantly in recent years. The Programme for Government 2020 specifically referenced encouraging the implementation of climate and biodiversity friendly strategies across the sector. This combined with increasing regulation and national target setting as well as increased reputational risks and a recognition of the growing environmental and biodiversity crisis in Ireland, requires HRI to establish a robust and ambitious approach to sustainability.

As a Commercial Semi-State Body, HRI and its four wholly owned subsidiary racecourses, Fairyhouse, Leopardstown, Navan and Tipperary, currently focus and report on our energy efficiency and CO2 footprint annually, as we collectively work towards the mandated 2030 Public Sector targets.

Our responsibilities as an organisation stretch further however, and this is reflected in the efforts undertaken by HRI over the course of the past year to evaluate and understand our current sustainability reach as an organisation, ascertain our future ambitions, gain further insights, and ultimately be in a position to share our learnings with our industry stakeholders. HRI is seeking to position ourselves such that we can provide support and guidance to the wider equine industry, working together to implement appropriate practices and solutions.

This strategy report and charter sets out a clear approach and roadmap for delivery of our sustainability objectives, benchmarked against the UN's Sustainable Development Goals and NewERA Framework requirements and is just the starting point of our sustainability journey, providing the platform for us to measure and report our sustainability progress in detail in future years.

# Our vision

To drive and support the Irish Thoroughbred Breeding and Racing Industry to become a recognised leader in sustainability.



# Governance

The governance of HRI is within the parameters of the Code of Practice for the Governance of State Bodies, which is published by the Department of Public Expenditure and Reform. This Code aims to ensure that State Bodies meet the highest standards of corporate governance, and it plays a central role in our responsibility framework.

## The HRI Board

The Board of HRI was established through the Horse and Greyhound Act 2001. Under the terms of the Horse Racing Ireland Act 2016, the Board of HRI consists of a Chairman and 13 ordinary members, representing key sectors of the Irish breeding and racing industry. Board members must comply with the Ethics in Public Office Acts 1995 and 2001.

The HRI Board currently has 30.7% female representation, with one position vacant, and therefore does not meet the Government target of a minimum of 40% representation of each gender in the membership of State Boards. The matter of gender balance is currently being addressed and it is the aim of the Board to meet this 40% target by the end of 2024.

## Our Committees

The Board has established six committees and one forum. Five of these committees and forum are required by statute and one is required by the Code of Practice for the Governance of State Bodies. All such committees are established to provide independent strategic direction and to act in an advisory capacity to assist the executives and the HRI Board in the management of its functions.

### Statutory Committees:

Betting Committee; Fixtures Committee; Industry Committee; Media Rights Committee; Foal Levy Committee; Racegoers Consultative Forum.

Code of Practice for the Governance of State Bodies: Audit & Risk Committee.

### Advisory Committees:

Appointments & Remuneration Committee; Bookmakers Committee; Programmes Committee.





## Governance

### Sustainability Governance

HRI is investing time and resources in establishing strong sustainability foundations within our organisation, building on current good practice to further develop and adopt industry standards, policies and practices to meet industry, regulator and the public's expectations. The HRI Board and HRI's Sustainability Project Team, led by Senior Management, is committed to delivering sustainability change across the organisation and sustainability will be fully embedded in our Strategic Plan 2024-2028.

Embracing Ireland's Climate Action Plan, HRI has established a robust and ambitious approach to sustainability. HRI intends to lead by example as an advocate and champion of sustainability in the public sector along with helping the breeding and racing industry to increase its understanding of sustainability priorities through practical measures and financial supports where possible.

To achieve this, we need to ensure that significant sustainable development funding is made available nationally and at EU level, and HRI continues to work with our key Government stakeholder, the Department of Agriculture, Food and the Marine (DAFM), in this regard.

The Programme for Government is fully committed to the future of horse racing, recognising the contribution made by the sector socially and economically to both urban and rural Ireland. This commitment extends to working with HRI in developing the industry over the coming years and encouraging the implementation of climate and biodiversity-friendly strategies across the sector. HRI will also develop and update as required a detailed 'Gap to Target' exercise to identify and schedule the investment required to meet our sustainability objectives.



**€2.46bn**  
**Estimated total  
direct and stimulated  
expenditure of the  
Irish Breeding and  
Racing industry in  
2022 (growth of 34%  
since 2016).**

### Green Public Procurement

HRI are committed to the highest standards of supply chain transparency as we acknowledge that our purchasing decisions don't only affect our organisation, they also affect the environment, our industry and the race going public. With our suppliers, we recognise the importance of a circular economy, and actively consider the future implications of our decisions, and how our industry can create a more sustainable future.

The Government's Action Plan on Green Public Procurement is key when procuring services, supplies and works and green criteria is used where practical. HRI has incorporated green procurement principles into its procurement policies and is actively promoting the development of a circular economy.



# Ireland's Climate Action Plan

Ireland's Climate Action Plan 2021 (CAP21) sets out almost 500 actions to support Ireland's journey towards a 51% reduction in greenhouse gas emissions by 2030 (from a 2018 baseline) and carbon neutrality by 2050. These targets are aligned with the European Green Deal.

The NewERA (New Economy & Recovery Authority) Climate Action Framework for the Commercial Semi State Sector was approved by Government in July 2022. NewERA has an action under CAP21 to report to the Department of the Environment, Climate and Communications on the implementation of the Framework in Q1 and Q3 each year.

The HRI Board, representing key sectors of the Irish breeding and racing industry, have signed up to the Five Commitments within the Framework.

## NewERA Climate Action Framework | Five Commitment Approach

### COMMITMENT 2 Emissions Measurement and Reduction Target

Formal adoption, on an ongoing basis, of Government emission reduction targets for the public sector and the SEAI measurement methodology.

### COMMITMENT 1 Governance of Climate Action Objectives

Oversight at Board level and integration of climate action objectives in the company's strategic business planning.

### COMMITMENT 3 Measuring and Valuing Emissions in Investment Appraisals

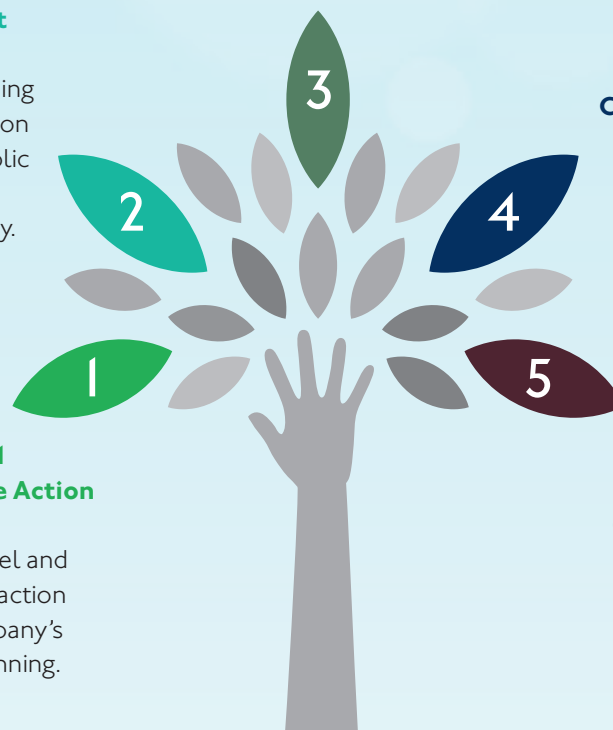
Incorporating the value of emissions in investment decision-making.

### COMMITMENT 4 Circular Economy and Green Procurement

Promote circular economy measures and green procurement.

### COMMITMENT 5 Climate-related disclosures in financial reporting

Compliance with a relevant and appropriate climate-related disclosures framework within a defined timeframe.



# Sustainable Development Goals

The 17 UN Sustainable Development Goals were adopted by all United Nations Member States in 2015. They provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

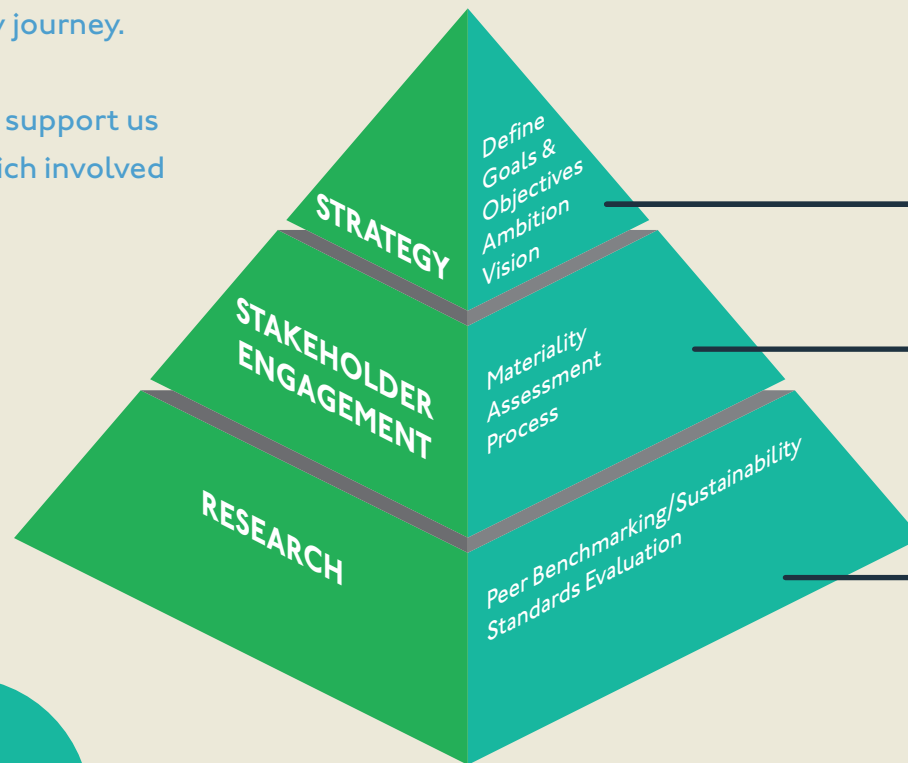
We have chosen to focus our sustainability efforts on the areas where our industry can be most effective.



# How we got here

We wanted to develop and articulate a complete sustainability ambition as an organisation, along with supporting the thoroughbred breeding and racing industry on their sustainability journey.

We commissioned Deloitte to support us in developing this strategy which involved three key stages.



From our materiality assessment and stakeholder engagement we helped identify an ambitious, future focused sustainability approach to support our wider corporate strategy and will work to determine how sustainability can deliver impact and growth through our core products and services.

We undertook meaningful engagement to understand which perspectives and priorities of Horse Racing Ireland's stakeholders should be central in determining where we can have the most impact and what our priorities will be.

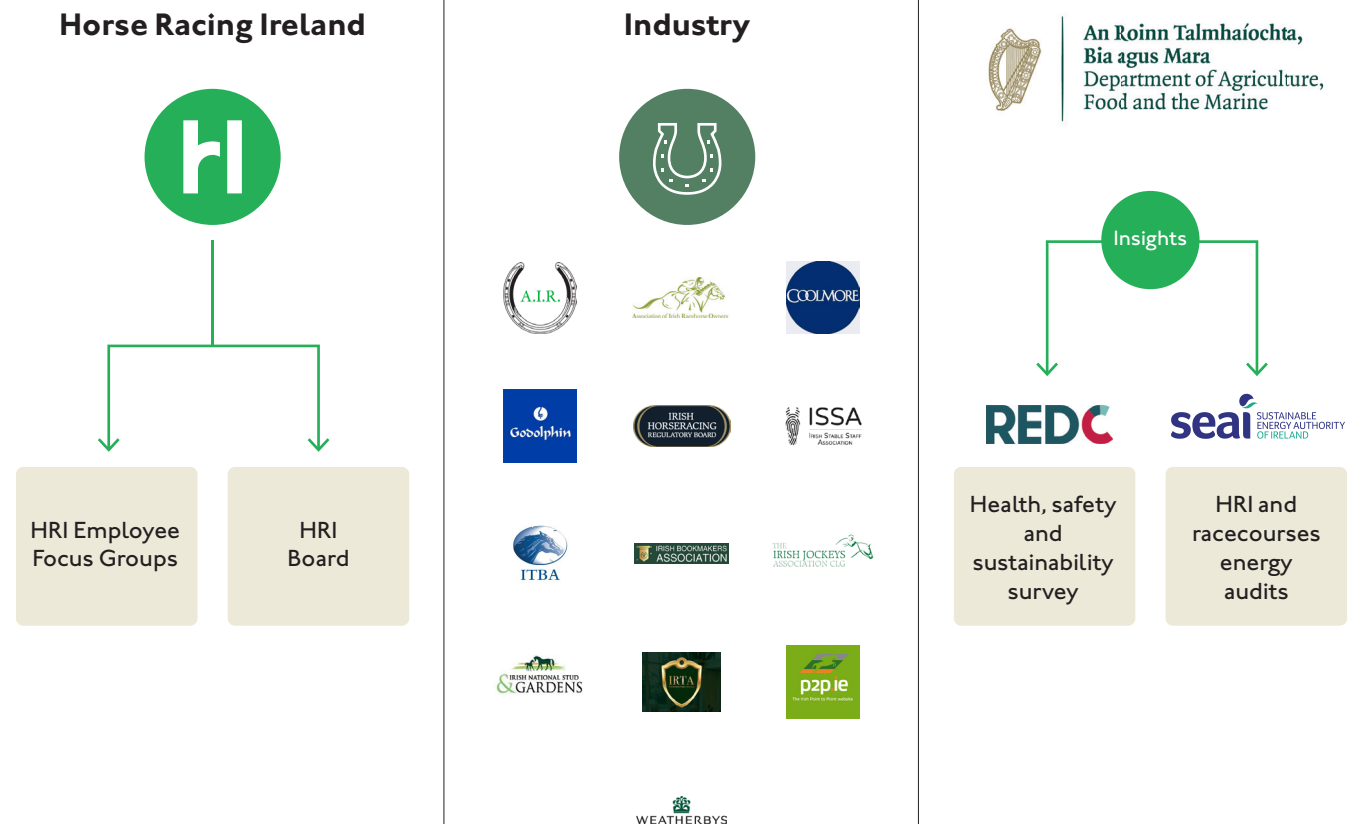
We undertook research to understand which environmental, social, and governance topics are most relevant to Horse Racing Ireland. This was done through Peer benchmarking and a Sustainability Standards evaluation to identify the universe of topics.

# Materiality

Using the SASB (Sustainability Accounting Standards Board) framework, a materiality mapping exercise was conducted by Deloitte across all stakeholder groups to understand the ranking and priority of the material issues based on the importance to HRI and to the industry.

This mapping exercise generated a materiality matrix output to graphically represent the most significant environmental, social and governance topics in order of importance. The results will help frame a vision for sustainability, that is aligned with business strategy and can inform operational and resource decisions.

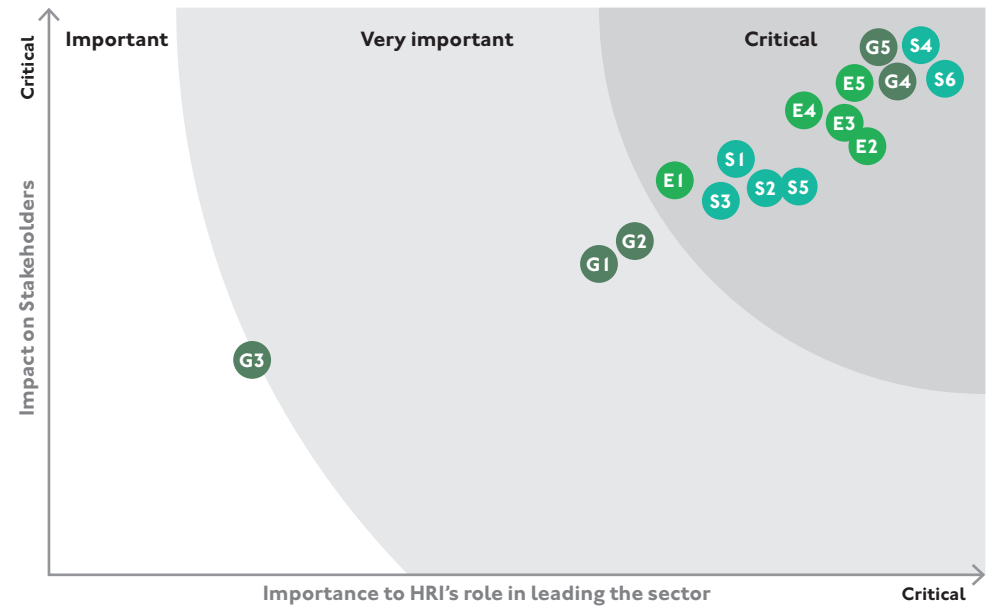
HRI identified and engaged with the below stakeholder groups:



## Materiality Map – HRI



## Materiality Map – Industry



### Environmental

- E1** Energy Management
- E2** GHG Emissions
- E3** Waste Management
- E4** Biodiversity
- E5** Water Management

### Social

- S1** Employee Health and Safety
- S2** Diversity & Inclusion
- S3** Community Impact
- S4** Labour Practices
- S5** Responsible Gambling
- S6** Animal Welfare

### Governance

- G1** Organisation Ethics
- G2** Legal and Regulatory Environment
- G3** Competitive Behaviour
- G4** Organisation Model Resilience and Risk Management
- G5** Public Affairs and External Stakeholder Relationships\*



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# Key findings

There is a clear opportunity and appetite for HRI to develop a leadership position in sustainability and to prepare the industry for the next chapter in our sport's history.

Research also showed a lot of sustainability 'best practice' is already happening in our industry.



**Environmental leadership is required and welcomed**



**Protecting and strengthening the social licence to operate is key**



**Strong governance is needed to future proof the industry**



**Strong level of ambition and support for sustainability**

# HRI Charter



## A SUSTAINABLE ORGANISATION

Foster a culture of sustainability leadership throughout our organisation.



## DEMONSTRATE ENVIRONMENTAL LEADERSHIP THROUGHOUT OUR OPERATIONS

Protect the land that serves our sport by reducing the environmental impact of our operations.



## FOSTER A SAFE, HEALTHY WORKING ENVIRONMENT

Ensure everyone feels safe and valued while promoting the highest standards of wellbeing.



## EMPOWER LEADERS AT EVERY LEVEL TO MANAGE AND DELIVER CHANGE

Transform our governance to embed sustainability into organisation's strategy and reporting.



HORSE RACING IRELAND  
RÁSAÍOCHT CAPALL ÉIREANN

# RACING TOWARDS A BETTER WORLD



## PROTECT OUR PLANET



## CREATE A SAFE, INCLUSIVE INDUSTRY



## ESTABLISH A CULTURE OF SUSTAINABILITY

## A SUSTAINABLE INDUSTRY



Support the sector in becoming a recognised leader in sustainability.

## ACCELERATE ENVIRONMENTAL BEST PRACTICE

Build capacity through guiding resources to help our industry transform how it operates.



## FOSTER A CULTURE OF SAFETY FOR ALL WHO PARTICIPATE IN OUR SPORT

Cultivate a culture of zero compromise regarding safety and care standards for our horses and our people.



## PREPARE THE INDUSTRY FOR A SUSTAINABLE FUTURE

Support and guide the industry for changes in the future regulatory environment.





# Protect our planet

Based on our materiality mapping exercise, we have identified and actioned five key Environmental objectives (E1 to E5).



**E1. Increase the improvement in energy efficiency from the 33% target in 2020 to 50% by 2030**

Under the Sustainable Energy Authority of Ireland (SEAI) Public Sector Partnership Programme, HRI are committed to maximising energy efficiency, improving the environment, and meeting national energy saving obligations.

HRI achieved the Public Sector energy consumption reduction target for 2020 of 33% from the 2009 baseline at our offices in Ballymany, County Kildare.

Energy Audits were also completed at all HRI and non-HRI racecourses in 2022.

## SEAI Annual Report 2022\* on Public Sector Energy Performance

Public Body	ENERGY PERFORMANCE			
	2021 energy consumption		Energy Performance Indicator	
	Final GWh	Primary GWh	2030 Target	Change since EE baseline ● good ● bad
Horse Racing Ireland	4.1	5.4	-50%	-46%

\*SEAI Annual Report 2023 not available at time of going to print.

## Next steps


Implement sub-metering across all HRI sites to gain greater insight into where gas, electricity and water are used by Q2 2024, with aim to achieve further reductions in energy consumption. Progress to be reported annually.

Sustainability training incorporating energy terminology and efficiencies will take place across the organisation in 2024 with roll-out to all industry stakeholders.

Increase capital funding for high impact environmental schemes at racecourses through a dedicated scheme running by 2025.

Transitioning our IT services towards off-site Cloud based solutions and an enhanced Remote Accessibility interface thus reducing hardware, energy use and commuting by end of 2025.

# Protect our planet



**E2. Reduce the carbon emissions of HRI and its wholly owned subsidiaries by 51 % by 2030, based on 2016/2018 baseline**

Under the SEAI Public Sector Partnership Programme, HRI currently monitor and report on Scope 1, 2 and required Scope 3 emissions, along with completing the SEAI ‘Gap to target’ tool to identify suitable projects for retrofitting M&E equipment at our racecourses.

A HVO Fuel Pilot Scheme for track vehicles has commenced at Leopardstown and Fairyhouse Racecourses and we are undertaking vehicle telematics analysis of HRI’s fleet vehicles.

EV charging points have been installed at our HRI offices in County Kildare.

HRI employees participated in County Kildare Chamber’s climate action programme, tracking our daily emissions and some climate friendly actions, achieving a ‘highly commended’ Award for our participation in the programme.

**Next steps**



Phased installation of Solar PV at our offices in County Kildare commencing in Q1 2024.

Transition all suitable HRI racecourses commercial vehicles to HVO Fuel by end of 2024 along with installing EV charging points at all HRI racecourses and striving towards fully electric car fleet by end of 2025.

From a 2022 baseline, reduce CO2 emissions by 10% from Grey Mileage by 2025, by promoting the switch to EVs and targeted driver awareness training programmes.

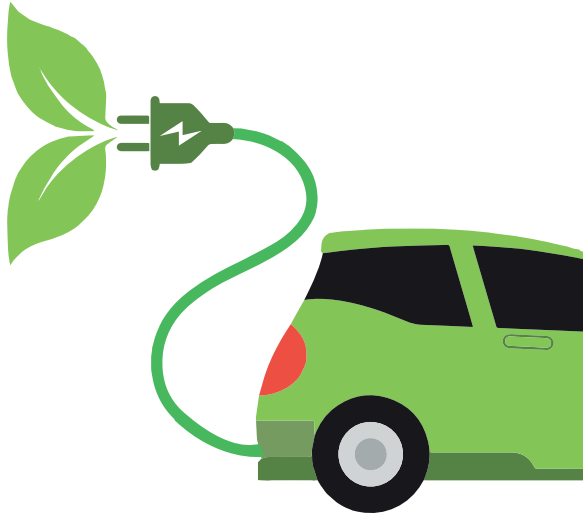
Lower our aggregated group CO2 emissions related to gas consumption by 5% annually until 2030, by switching to electrical equivalents and introducing biomass alternatives.

## SEAI Annual Report 2022\* on Public Sector Energy Performance

Public Body	GREENHOUSE GAS EMISSIONS							
	2021 Non-electricity GHG emissions				2021 Total GHG emissions			
	GHG baseline tCO <sub>2</sub>	2021 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad	GHG baseline tCO <sub>2</sub>	2021 tCO <sub>2</sub>	2030 target tCO <sub>2</sub>	Change since GHG baseline ● good ● bad
Horse Racing Ireland	543	662	266.1	22% 	1,248.1	1053.5	425.6	-16% 

\*SEAI Annual Report 2023 not available at time of going to print.

Under the SEAI Public Sector Partnership Programme, HRI currently monitor and report on Scope 1, 2 and required Scope 3 emissions.





### E3. Reduce waste at our offices and racecourses

We have less than 10% waste to landfill at all HRI locations due to the increase in recycled waste.

Waste segregation and cradle-to-grave assessments are currently being carried out with the aim to reduce our waste to landfill further.

We support and contribute to the policies of our waste management suppliers at HRI racecourses, one of which is the first waste management company in Ireland to invest in technology to convert non-recyclable waste materials to Solid Recovered Fuel (SRF) product.

## Protect our planet

### Next steps

Implementation of HRI Health & Safety induction for all employees to incorporate waste management by Q2 2024.

We will work with our food and beverage suppliers at HRI Racecourses to reduce food waste to less than 1% by weight by end of 2024.

We will issue a comprehensive waste management tender in 2025 with a clear focus on maximizing recycling rates and resource recovery across our organisation. Our focus will be to continue to achieve zero waste to landfill at our offices and maximize recycling participation for the reduction of waste to landfill across our HRI racecourses.

We will support and promote circular economy principles in planning, infrastructure and development projects and improve customer information to increase recycling rates.



# Living More, Using Less\*

\*Ireland's Whole of Government Circular Economy Strategy 2022-2023



## Protect our planet



### E4. Promote biodiversity and sustainable land use

We have dedicated rewild areas at our HRI offices and HRI racecourses.

We promote managed rewilding by reducing grass cutting on non-racing ground and encourage native hedgerows for local fauna, particularly near watercourses and irrigation reservoirs.

We take a responsible approach to applying chemical fertiliser, ensuring that nutrients spread do not exceed the requirements for a resilient racing surface.

### Next steps

Conduct baseline ecological surveys of HRI racecourses, on which a Biodiversity Action Plan can be devised and actioned in 2024.

Partner with National Biodiversity Data Centre to better understand and assist the protection of biodiversity at our HRI offices and racecourses.

Sign up to the All-Ireland Pollinator Plan and its Business Support Framework with a commitment to carry out pollinator-friendly actions and report annually. Produce a Pollinator Guide for Stud Farms and Racecourses in conjunction with National Biodiversity Ireland.

Minimise the use of herbicides at our HRI racecourses.



### E5. Drive water stewardship across all our operations

Monitoring of water consumption and active water management practices are in place at our HRI offices and HRI racecourses, particularly around irrigation of the racing surface.

HRI provide funding for reservoirs as part of HRI's Capital Grants Programme for racecourses.

Installation of rainwater harvesting tanks on new buildings to facilitate the use of rainwater for non-potable applications.

### Next steps

Manage water consumption and conservation measures to reduce wastage across our HRI racecourses.

Facilitate the roll out of water conversation stewards through Uisce Eireann's Water Stewardship Training modules for racecourse grounds keeping staff and operations personnel by Q2 2024.

Establish a baseline for potable and grey water usage across HRI racecourses through metering and sub-metering by Q2 2024.

Install rainwater harvesting retrofits within the enclosure areas of HRI racecourses to facilitate watering of parade ring grass, planters and hanging baskets, therefore reducing the demand on potable water.

Knowledge sharing with all racecourses in Ireland on water conversation practices, providing technical assistance and advice/part funding towards appropriate water storage and conversion type capital projects through 2024 and 2025.







**3** GOOD HEALTH AND WELL-BEING

**4** QUALITY EDUCATION

**5** GENDER EQUALITY

**8** DECENT WORK AND ECONOMIC GROWTH

**11** SUSTAINABLE CITIES AND COMMUNITIES

**17** PARTNERSHIPS FOR THE GOALS

# Create a safe, inclusive industry

Based on our materiality mapping exercise, we have identified and actioned six key Social objectives (S1-S6).

**S1. Foster a safe and healthy working environment**

HRI work in a hybrid model to allow a greater work/life balance for our employees. We have also recently appointed a People Welfare Co-ordinator.

Our Employee Assistance and Industry Assistance Programmes provide employees and their families with immediate help and support in managing any work or personal issues they may be facing. Alongside these programmes, free confidential employee health assessments have been made available to all HRI employees.

In 2022, HRI were awarded the IBEC KeepWell Mark, an evidence-based accreditation that puts the wellbeing of employees at the forefront of company policy. The KeepWell Mark focuses on key areas of workplace wellbeing ranging from leadership,

mental health and absence management to physical activity and healthy eating, with a framework of standards and tools to benchmark current performance.

HRI launched a Health, Safety and Well-being Guide for the Industry in 2022 covering key health and safety legislation, detailing best practice, and providing links to additional resources.

Tailored first aid courses were launched in 2023 for our industry funded through HRI and equip, HRI's Industry Education and Training department, with 105 certified participants to date.

## Next steps

Launch of a Health and Safety induction with pilot scheme running in Q2 2024.

Formation of a Health & Safety focused industry committee in 2024.

Creation of a wellbeing framework with an interactive guide to support the industry by Q2 2024.

Extend reach of first aid courses for the industry, funded through HRI and equip.

Identify and engage with key stakeholder groups to provide best in class supports to our industry.



## Create a safe, inclusive industry



### S2. Support and promote a diverse and inclusive workforce

HRI is committed to a workplace environment that promotes diversity and inclusion, creating an open and inclusive culture where everyone feels valued. We formulate and implement policies and practices that value diversity and provide fair equality of opportunity.

All HRI line managers participated in Diversity, Inclusion, and Disability Awareness workshops to further develop our overall agenda in this area.

HRI has published its Gender Pay Gap Report 2022 in line with the Gender Pay Gap Information Act 2021 Reporting Requirements.

We actively participate in national and International celebrations such as World Day for Cultural Diversity for Dialogue and Development, Pride Month and International Day of Persons with Disabilities.

Our Industry Diversity Campaign features people from all over the world who make Ireland and the horse racing industry their home, promoting an 'Industry for all'.

### Next steps

Continued roll out of Diversity and Inclusion training within HRI.

Diversity and Inclusion committee to be set up to represent HRI and the Industry by Q2 2024.

All employees to complete Disability Awareness training by end of 2024.

Target of 40% representation of each gender on HRI Board by end of 2024.

**HRI is committed to a workplace environment that promotes diversity and inclusion, creating an open and inclusive culture where everyone feels valued.**



### S3. Strengthen our relations and impact within our communities

HRI have a long-standing involvement in Business In The Community Mentoring Programmes, with over 40 employees volunteering their time to work with primary and secondary school students through various programmes.

A collaborative transition year (TY) programme, From Foal To Race, was developed by Agri Aware and equip, purposefully structured to create a learning experience for both student and teacher and welcomed 5,600 pupils to take part in 2023.

Horse Racing Ireland's youth brand, HRI Racing Juniors provides a platform where children can learn more about the thoroughbred horse in a child-centred way. Over 250 schools have signed up to the recently launched 'Road to Racing' primary school programme.

HRI Racing Juniors also work with racecourses in providing on-site education days for local primary schools.

HRI, alongside its industry stakeholders, support many people charities, including Irish Injured Jockeys, Drogheda Memorial Fund, Irish Cancer Society, Cancer Trials Ireland, Focus Ireland and Children's Health Foundation.

### Next steps

Connecting schools with their local racecourses is a priority for 2024. This will be achieved through the current HRI Racing Juniors platform and the TY programme 'From Foal to Race'.

We will work closely with racecourses in engaging with their local communities and make racecourses available for non-raceday use such as walking tracks and charity events, where feasible.



## Create a safe, inclusive industry



### S5. Proactively support responsible gambling in the industry

Equip are partnered with 'Gambling Care' who provide advice, advocacy, and support services for safer gambling.

HRI ensure the integrity and fairness of our operations and promote awareness and responsible gambling in line with International best practices. We have engaged with Government and are fully supportive of the aims of the Gambling Regulation Bill 2022 in protecting those at risk of gambling harm.

Tote Ireland is a wholly owned subsidiary of Horse Racing Ireland and operates Ireland's only pool betting system for horse racing. Tote operate betting services at all 26 racecourses in Ireland. In January 2021, a new seven-year strategic alliance was agreed between Tote Ireland and the UK Tote Group, who now operate Tote Ireland's off-course business, licenced under the UK Gambling Commission, providing the necessary directives as best practice for the Gambling Industry.

The Betting Division of HRI licences and regulates all on-course bookmakers. Authorised Officers attend race meetings in the Republic of Ireland, with powers similar to a customs and excise officer. We enforce all rules and regulations governing bookmakers and their employees on racecourses.

### Next steps

Expand gambling awareness training for all HRI internal and external/customer facing staff, ensuring everyone understands the obligations as directed by the Gambling Regulatory Authority of Ireland (GRAI).

Increase awareness of responsible gambling across all HRI digital platforms, ensuring all channels are socially responsible, protecting the needs of under-18s and vulnerable persons from being harmed or exploited by any advertising or messaging that features or promotes gambling.

Further develop partnership with Gambling Awareness Trust - an independent charity which funds research, education and treatment services to help minimise gambling-related harm in Ireland.



### S4. Support and guide the industry in implementing best employment practices

The HRI Employment Guide for the Breeding and Racing Industry is a comprehensive resource of good employment practices, and sets out and explains the responsibilities of employers and the rights of employees under various legislation.

Through equip, there is ongoing promotion to support the Industry and attract new talent. equip also provide an education grant programme available to all who work in the racing industry.

Equip work closely with third-party educators and Industry stakeholders creating bespoke courses to meet industry needs.

### Next steps

Launch of industry induction course in 2024 which will be mandatory to anyone joining the industry workforce.

Adoption of dedicated resources to identify additional training needs for the industry through equip.

Equip will continue to create educational partnerships to develop more training opportunities for those who work in the industry.



## Create a safe, inclusive industry



### S6. Be recognised as leaders for equine safety and care

HRI work collaboratively with DAFM, the Irish Horseracing Regulatory Board (IHRB), Weatherby's Ireland, and our industry stakeholders to ensure that Irish racing operates to the highest standards of integrity and fairness and continues to evolve an Equine Safety and Care Strategy across three key equine, safety and care pillars – Standards, Traceability and Safety Nets.

HRI supports the Irish Equine Centre by providing it with annual financial grants. The services provided by the Irish Equine Centre underpin the health status of the horse population and thereby protect Ireland's disease-free status to allow for global trade.

The Weatherbys ePassport was launched in 2021 – a single, secure platform for all thoroughbred regulatory and legislative requirements relating to identification, health, welfare, movement and ownership. In 2023 DAFM recognised the ePassport in legislation.

The Irish Thoroughbred Welfare Council was established in 2020 and advises the Board of HRI on how best to shape policy to ensure the highest standards of horse care in the sector.

HRI launched the Best-Turned-Out League in 2021 to recognise the high quality of care given to racehorses by our stable staff.

Following engagement with industry participants, HRI published Principles of Animal Welfare in Ireland's Horse Racing Industry in September 2022, putting current best-practice science into day-to-day language.

An Equine Injury Risk Reduction study is currently underway involving key industry stakeholders and a report will be issued once complete.

Equine safety and care forms a significant part of the trainers licensing course delivered by IHRB. Equiup also fund training courses for those who work across the industry to ensure the highest standards of care are afforded to our equine population.

**HRI work collaboratively with industry stakeholders to ensure that Irish racing operates to the highest standards of integrity and fairness.**



### Next steps

The development of a Quality Assurance Programme is underway whereby standards are verified and measured, a system which stands up to scrutiny, recognises good work, encourages improvement and highlights best practice.

Enhancement of traceability and information for thoroughbred horses through the development of a traceability database and RÁS (HRI's Racing Administration System), in collaboration with DAFM, IHRB and Weatherbys.

Publication of an Equine Safety and Care Strategy, focusing on areas of standards, traceability, and safety nets.


Support the Irish Equine Centre in its plan to develop a new facility to provide world class diagnostic facilities.


Continuous education and communication on the good practice around horse racing and equine safety and care.




# Roadmap for delivery

This is a summary of our key next steps and timelines from 2024 to 2026, our sustainability progress will be measured and reported in detail on an annual basis from 2024 onwards and we will endeavour to roll-out our learnings to guide and support the industry as and when applicable.

 <b>Protect our planet</b>	<b>2024</b>		<b>2025</b>		<b>2026</b>	
Implement sub-metering across all HRI sites by Q2 2024 with aim to reach 50% energy efficiency target by 2030.						
Sustainability training for all HRI staff in Q1 2024 with roll-out to all industry stakeholders.						
Transition our IT services towards off-site Cloud based solutions and an enhanced Remote Accessibility interface by end of 2025.						
Increase capital funding for high impact environmental schemes at racecourses through a dedicated scheme running by 2025.						
Phased installation of solar PV at our HRI offices in County Kildare, commencing in 2024.						
Transition all suitable HRI racecourses commercial vehicles to HVO Fuel by end of 2024.						
Installation of EV charging points at all HRI racecourses, striving towards fully electric car fleet by end of 2025.						
From a 2022 baseline, reduce CO2 emissions by 10% from Grey Mileage by 2025.						
Lower our aggregated group CO2 emissions related to gas consumption by 5% annually until 2030.						
Work with our food and beverage suppliers at HRI Racecourses to reduce food waste to less than 1% by weight by end of 2024.						
Issue a comprehensive waste management tender in 2025 with the aim of achieving zero waste to landfill at our HRI offices and maximize recycling participation across our HRI racecourses.						
Embrace circular economy by eliminating single use plastic at our HRI racecourses by end of 2024.						
Conduct baseline ecological surveys of HRI racecourses in 2024 on which a Biodiversity Action Plan can be devised and actioned.						
Partner with National Biodiversity Data Centre in 2024 to assist the protection of biodiversity at our HRI offices and HRI Racecourses.						
Sign up to the All-Ireland Pollinator Plan and produce a pollinator guide for the industry by Q3 2024.						
Minimise the use of herbicides at our HRI racecourses.						
Facilitate the roll out of water conservation stewards through Uisce Eireann's Water Stewardship Training modules by Q2 2024.						
Establish baseline for potable and grey water usage at our HRI racecourses through metering and sub-metering by Q2 2024.						
Install rainwater harvesting retrofits within the enclosure areas of HRI racecourses						

 <b>Create a safe, inclusive industry</b>	<b>2024</b>		<b>2025</b>		<b>2026</b>	
Formation of a Health & Safety focussed industry committee in 2024.						
Implementation of Health & Safety induction for all HRI employees by Q2 2024, with roll-out to industry.						
Creation of wellbeing framework with interactive guide to support the industry by Q2 2024.						
Diversity and Inclusion committee set up to represent HRI and the industry by Q2 2024.						
Target of 40% representation of each gender on HRI Board by end of 2024.						
Increase our engagement and involvement with local communities in 2024 through HRI's youth brand and third-party partnerships.						
Launch of industry Induction course in 2024 mandatory for anyone joining the industry.						
Continue to create educational partnerships to develop more training opportunities for all who work in the industry.						
Expand gambling awareness training for all HRI staff and increase awareness of responsible gambling across all HRI platforms in 2024.						
Further develop partnership with Gambling Awareness Trust.						
Publication of Equine Safety and Care Strategy, across three key equine, safety and care pillars – Standards, Traceability and Safety Nets.						
Development of Quality Assurance Programme for horse premises in collaboration with IHRB.						
Enhancement of traceability and information system in collaboration with DAFM, IHRB and Weatherbys by end of 2025.						
Support the Irish Equine Centre in its plan to develop a new facility to provide the world class diagnostic facilities.						

 <b>Establish a culture of sustainability</b>	<b>2024</b>		<b>2025</b>		<b>2026</b>	
Embed sustainability into our HRI Strategic Plan 2024 – 2028 and beyond.						
Provide sustainability training for all HRI employees, with roll-out to all industry stakeholders in 2024.						
Formation of Industry Sustainability Task Force, led by representatives of each industry stakeholder body by Q2 2024.						
Launch of sustainability digital platform, providing guidance and support to the industry.						
Lead by example as advocate and champion of sustainability in the public sector.						



# Partnerships and charity support

HRI recognises the importance of sustainability partnerships and it is our aim to further develop and foster collaborations and partnerships to support us on our sustainability journey. HRI, alongside its industry stakeholders, also supports many people and equine charities.

## Partnerships



## Charities



# Glossary of terms

<b>CAP21</b>	Ireland's Climate Action Plan 2021 – Irish Governments plan to meet the Paris Agreements net zero obligations.	<b>IHRB</b>	Irish Horseracing Regulatory Board
<b>CO2</b>	Carbon dioxide	<b>NewERA</b>	New Economy & Recovery Authority.
<b>DAFM</b>	Department of Agriculture, Food and the Marine	<b>SASB FRAMEWORK</b>	Sustainability Accounting Standards Board framework, built to support companies in sharing their outward ESG impacts.
<b>Equip</b>	Horse Racing Ireland Industry Education and Training Department	<b>SCOPE 1</b>	Direct GHG emissions from sources that are controlled or owned by an organisation, such as property, assets and fleet.
<b>EV</b>	Electric vehicle, including pure battery and plug in hybrid.	<b>SCOPE 2</b>	Indirect GHG emissions from the consumption of purchased electricity, steam, heat, or cooling across properties and assets.
<b>GHG EMISSIONS</b>	Greenhouse gases are gases in the Earth's atmosphere that produce the greenhouse effect and accelerate global warming. Carbon dioxide, methane, and water vapour are the most important greenhouse gases.	<b>SCOPE 3</b>	Indirect GHG emissions from across an organisations' value chain, including employee travel, customers' use of products and supply chain goods purchased.
<b>GRAI</b>	Gambling Regulatory Authority of Ireland	<b>SDGs</b>	In 2017 the United nations launched 17 Sustainability Development Goals (SDGs) that call on government, businesses and other stakeholders, to take action on the biggest issues facing people and planet by 2030.
<b>GREY MILEAGE</b>	Vehicles owned by employees in which any business travel is carried out.	<b>SEAI</b>	Sustainability Energy Authority of Ireland



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