



**Cork
Chamber**
Advancing business together

Annual Report 2022



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SECTION ONE

Introduction



President's Message

When we reflect on the year 2022, we will recall the outbreak of war in Ukraine as a moment when old certainties about enduring peace in Europe collapsed and we entered a new era of conflict and disruption on our continent.

The effects of this were immediately felt by businesses and the wider economy in the form of increasing energy prices and broader inflation that reshaped the operating environment for companies in Ireland. However, these evolving circumstances demonstrated not only the resilience of the Irish economy and Cork business but how our Government continued to support the business community in the face of multiple international challenges that had the potential to impact our local economy.

The agility that was displayed during Covid by our business community has also been to the fore in their response to the energy and inflation challenge. By utilising technology and innovation they found better ways of working and increased productivity. Increased investment in energy efficiency and renewables also played an important part in driving growth in an uncertain environment.

Throughout the year, our economic trends survey tracked the sentiment of Cork businesses. While input costs, energy prices and uncertainty increased, companies sought further investment growth as a strategy rather than reducing headcount. This is tangible evidence of the confidence that exists in Cork's economy. The city region continues to attract world leading companies and offers a platform for indigenous entrepreneurs to invest and grow in Cork.

2022 was an exceptional year for announcements of both investment and job creation in Cork. Hundreds of millions was invested and thousands of new jobs were created across the life sciences, technology and energy sectors. Many of the largest employers in Cork continue to expand their footprint and workforces. This is a real vote of confidence in our city region and it's massive potential for the future.

Cork is set to be the fastest growing city in Ireland to 2040. There does remain some untapped potential to build our city region into a world-leading sustainable, inclusive and thriving place to live, work and invest in. We must continue to work with all stakeholders and elected representatives to ensure that our transport, infrastructure, housing and connectivity objectives remain on track for 2023. The future is bright and Cork Chamber is working hard on behalf of our membership to ensure we achieve that even brighter future we all want for our city and region.



Ronan Murray



CEO's Message

2022 was certainly a year of transition, from exiting the restrictions of the Covid pandemic to full in-person events with demand higher than ever, there was a resetting of how the Chamber operated after years of lockdowns.

The Chamber adapted and responded to this new environment to meet member's needs and launched a new era of engagement, collaboration and advocacy. The year began with a relatively sudden lifting of restrictions and a period of adjustment for everybody, businesses and society alike, as we navigated the new open world post-Covid while still slightly haunted by many of the lingering fears of the crisis just passed. There was a huge burst of optimism and positivity as we realised this was indeed the end of the crisis, and our members and our Chamber team embraced the opportunity to get back out there, meet, grow their networks and drive their businesses forward. It wasn't quite the roaring 20s but the demand for in-person events and interaction took off in a large fashion, with the huge turnout to our Annual Dinner at Páirc Uí Chaoimh a testament to that. In tandem with that we continued to embrace hybrid and remote working, taking the best from the pandemic and applying it in a new reality and meeting the needs of all businesses and members whatever their preferences.

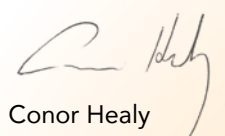
Just as we were adjusting to that new normal, we were hit by the outrageous invasion and outbreak of war in Ukraine. It was hard to believe at that point that war had actually returned to Europe, but in some ways the hardships of the pandemic had prepared us for the upheaval that followed, the energy and inflation and refugee crisis that came with the conflict. The resilience of the Cork business community and our members was once again apparent as they responded to these new challenges by looking to innovate and grow their businesses in the face of an increasingly uncertain economic environment. The Chamber worked to make sure that businesses were supported in facing these challenges with the right supports from government and a calibrating of our events to support the needs of members in steering a successful course through this turbulent time.

The summer and autumn was marked by a huge raft of major investments and job announcements from leading global companies for Cork that just reinforced why we think it is

the best place to work, live and invest. Looking back, 2022 was a really good year for Cork and Cork businesses despite the international and some national challenges and we continue to strive to raise the bar for Cork and continue on that upward trajectory.

Our outstanding volunteer Board, led by the President Ronan Murray and officers, set the agenda and our Team of dedicated and highly skilled professionals ensured the service that you have come to expect of the Chamber responded, evolved and delivered for our members. The support of Chamber partners, sponsors and the Thought Leaders Council was invaluable in shaping our mandate.

Above all, our businesses and community proved once again what a resilient city region we have. While we continue to operate in an uncertain environment the character and confidence is clear to see and Cork Chamber looks forward to setting the agenda and supporting our members in the years ahead.


Conor Healy



Our Vision, Purpose & Values

Cork Chamber has been a champion for the business community and a strong advocate for the economic development of the Cork region for over 200 years. Chambers of Commerce act as a focal point for the business community. Cork Chamber is a not-for-profit membership-led organisation, existing to serve our members through excellence in service provision and thought leadership.

Our vision

To be a world-leading Chamber of Commerce, delivering on a progressive economic, social and sustainability agenda at the heart of a vibrant business community.

Our purpose

Our members are our motivation. We champion Cork as a globally recognised place for business, innovation and quality of life. Working together we empower and support a successful and inclusive membership who drive a thriving Cork.

Our values

DYNAMIC

Forward Thinking

Dynamism is about constant change, progress, agility and momentum. We work on the understanding that the way we do things today will not be the way we do things tomorrow.

We keep innovating, so you can too.

INSPIRING

Respected Thought Leaders

We work not only to support, but also to provoke and inspire braver, better decisions that can positively impact business.

We bring the brightest and most innovative people together to catalyse positive change.

Together we push the issues that make us competitive.

RESPONSIBLE

Sustainable, Inclusive, Diverse

Everyone has a valuable contribution to make. We believe in the power of sustainability, inclusivity, equality and diversity for the greater good. We do the right things for the right reasons. For members, business, community and future generations.

We're here for the long run, the big picture.

PURPOSEFUL

Change makers

For over 200 years the Chamber has stood with members and championed Cork. We work with passion and purpose to achieve economic, social and environmental resilience. We have a duty to leave our own legacy.

We make our contribution count.

Strategic Action Areas

Our vision and purpose guide the daily activity and strategic decision making at Cork Chamber. We are a service innovator with a dedicated member focus, creating opportunity and community. Our global outlook forges strong relationships and a healthy perspective. As a champion of sustainability, we drive change for good to enhance the competitiveness of Ireland's fastest growing city region.

Each of our strategic actions below contributes to the achievements of one or more of our deliverables outlined in our annual strategy delivery plan. Our progress is assessed regularly.

- Influencing, Representing, Collaborating
- Informing, Connecting, Promoting
- Growing, Partnering, Internationalising
- Operations, Finance, Governance

INFLUENCING, REPRESENTING, COLLABORATING

As the voice of Chamber members, through our public affairs and communications activity, we engage proactively with government and key stakeholders to collaboratively drive a positive and progressive agenda creating a world leading business environment.

Actions:

- Demonstrate best in class member interaction to guide our mandate.
- Be the most impactful regional advocacy group in Ireland.
- Be leaders in the delivery and interpretation of the UN SDGs.
- Progress exemplary digital and media communications.
- Present a contemporary, world-leading chamber brand.

CONNECTING, INFORMING, PROMOTING

We proudly champion our members team and business. Supporting them at every stage with a proactive Chamber team and impactful services.

Actions:

- Deliver dynamic events with thought provoking content and speakers.
- Provide unrivalled opportunities to develop meaningful business connections.
- Be the leading voice for relevant and critical updates for your business and the Cork region.
- Be a valued asset for the development of your team and competitiveness of your business with high quality training.
- Shine a spotlight on your business with strong promotional channels.

GROWING, PARTNERING, INTERNATIONALISING

Connecting to our international networks through trade missions, events and business-matching initiatives, while raising the profile of Cork internationally to support the attraction of investment and talent to the region is our key priority.

Actions:

- Help to grow your business into new markets.
- Showcase the dynamic business ecosystem and quality of life in Cork to global audiences.
- Connect with our global diaspora and diplomatic community networks.
- Develop international relationships to support the exchange of innovative ideas and best practices.
- Position internationally Cork's unique qualities and attributes for investment and talent.

OPERATIONS, FINANCE, GOVERNANCE

To achieve the best results for Chamber members, our Strategic Plan and Strategy Delivery Plan will be delivered with confidence and excellence. We will continually challenge and improve our ways of working. We will be collaborative and governance-driven with a focus on ESG, innovation and digital transformation.

Actions:

- Maintain an agile Strategic Plan that will be integrated and reviewed on an ongoing basis by the Board.
- Agree a comprehensive annual delivery plan with clear and appropriate Key Performance Indicators that will be assessed annually.
- Live our values to achieve a culture and environment that respects the contribution of a diverse and professional team.
- Be to the fore in adopting and implementing best in class governance practice.
- Maintain a rigorous pursuit of leading financial performance within our sector.

MEMBERSHIPS/AFFILIATIONS



SECTION TWO

Governance Structure



Governance

Cork Chamber is dedicated to operating to the highest standards of efficient and effective Corporate Governance. Good governance is essential to creating business organisations that are independent and purpose driven, can grow a broad membership base, be responsible financial stewards, provide membership services and effectively represent their member interests in the public policy process.

In late 2021 and 2022 Cork Chamber engaged with external governance experts to conduct a comprehensive review of governance structures and procedures within Cork Chamber as part of the chambers commitment to be to the fore in adopting and implementing best in class governance practice. This review started with interviewing all board members and Senior Management Team to discuss current board structure, the size of board, composition of board, board diversity, participation, meetings, committees, constitution and governance manual. Following these interviews, a full review of the Cork Chamber Governance Manual and Constitution were undertaken. We reviewed governance models in the larger Chambers of Commerce at home and abroad and in other membership organisations. A literature search was completed of the corporate governance of not-for-profit organisations in USA, Canada, UK and Australia.

Further to this review some constitutional changes were needed, and these were brought forward at our AGM in May 2022. We also launched our new Governance Manual in conjunction with these constitutional changes.

From the survey feedback of board members, Chamber team, members and stakeholders, Cork Chamber is held in very high regard. The clearly stated objective of all board and team members is a Chamber with a high-performing board that demonstrates all the attributes of modern good corporate governance. We will continue to work to be at the fore of adopting and implementing best in class governance practice.

BOARD OF DIRECTORS

- Ronan Murray – President
- Paula Cogan – Immediate Past President
- Thia Hennessy – Honorary Secretary
- Gerard O'Donovan – Honorary Treasurer
- Rob Horgan
- Maxine Hyde
- Niall Kenny
- Dr Clair Murphy
- Deirdre Waldron
- Michael Nolan
- Susie Horgan
- Captain Brian Fitzgerald
- Fiona Kearney (Elected May 2022)
- Debbie Power
- David Swinburne (Elected May 2022)
- Catherine Sheridan (Elected May 2022)
- Ray Kelleher
- Michael Harte
- Pankaj Agarwal
- Richard Morrissey (Elected May 2022)
- John Mc Allen (Retired May 2022)
- Seamus Downey (Retired May 2022)
- DC Cahalane (Retired May 2022)
- Liam Luddy (Resigned Nov 2022)

BOARD COMMITTEES

- Executive Committee
- Audit & Risk Committee
- Governance & Nominations Committee
- Membership Committee
- Sustainability Committee
- Remuneration Committee

REGISTERED NUMBER

13918

REGISTERED OFFICE:

Fitzgerald House,
Summerhill North,
Cork
T23 TD90

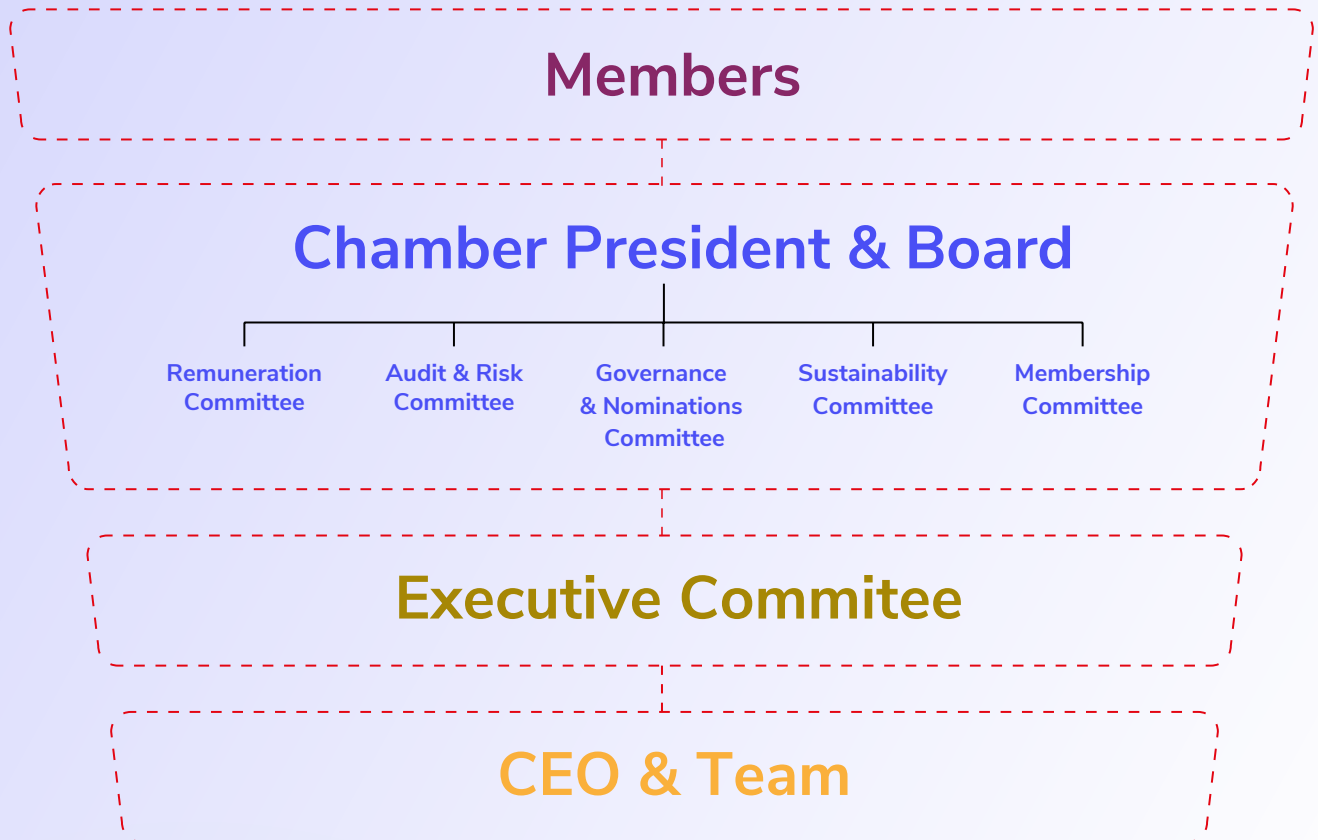
INDEPENDENT AUDITORS

PWC, One Albert Quay, Cork

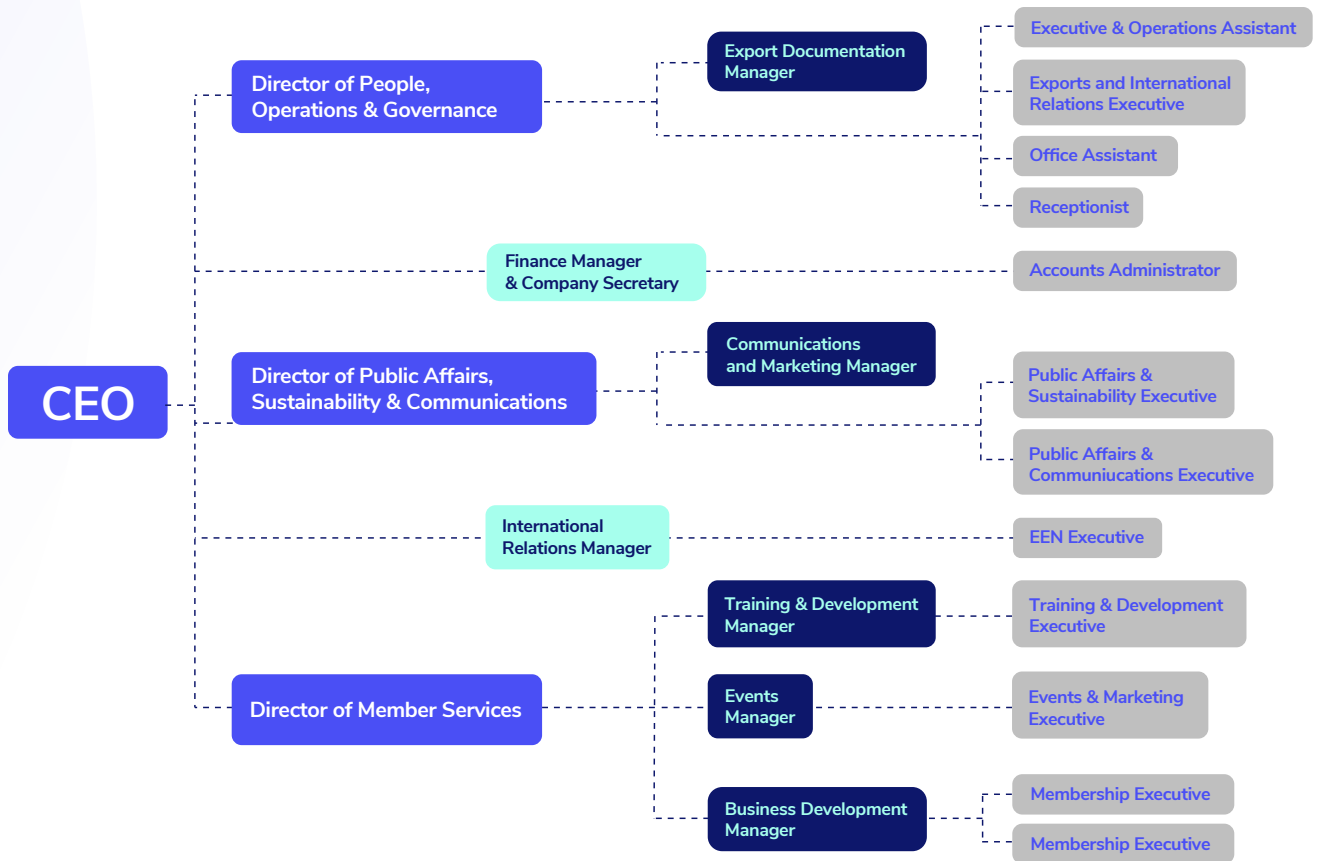
SOLICITORS

JRAP O'Meara
89/90 South Mall
Cork

Governance Structure



Organisational Structure



Board of Directors



Ronan Murray
President
EY



Paula Cogan
Immediate Past President
Cognate Health



Thia Hennessy
Honorary Secretary
Cork University Business
School



Gerard O'Donovan
Honorary Treasurer
MTU



Rob Horgan
Velo Coffee Roasters



Maxine Hyde
Ballymaloe Foods



Niall Kenny
AB Sales



Dr Clair Murphy
Pfizer



Deirdre Waldron
Fuzion Communications



Michael Nolan
Grant Thornton



Susie Horgan
Springboard
Communications



Captain Brian Fitzgerald
Simple Blue Group



Fiona Kearney
The Glucksman UCC



Debbie Power
Johnson Controls
International



David Swinburne
FitzGerald Legal &
Advisory LLP



Catherine Sheridan
Green Rebel



Ray Kelleher
Montenotte Hotel



Michael Harte
Dairygold Co-operative
Society Limited



Pankaj Agarwal
Pepsico



Richard Morrissey
Moneycorp Technologies
Limited

BOARD MEETING ATTENDANCE 2022

Board Member	Jan	Feb	Mar	Apr	May	Jun	Sep	Oct	Dec
Ronan Murray	X	✓	✓	✓	✓	✓	✓	✓	✓
Paula Cogan	✓	✓	✓	✓	✓	✓	✓	X	✓
Thia Hennessy	✓	✓	✓	X	✓	✓	✓	✓	X
Gerard O'Donovan	✓	✓	✓	✓	X	✓	✓	✓	✓
Niall Kenny	✓	✓	✓	✓	✓	✓	✓	✓	✓
Maxine Hyde	✓	✓	X	✓	✓	✓	✓	X	✓
Deirdre Waldron	✓	✓	✓	✓	✓	✓	✓	✓	✓
Michael Nolan	✓	✓	✓	✓	✓	✓	✓	✓	✓
Clair Murphy	✓	✓	X	✓	✓	X	✓	X	X
Susie Horgan	✓	✓	✓	✓	✓	✓	✓	✓	✓
Rob Horgan	✓	✓	X	X	✓	✓	✓	✓	✓
Debbie Power	X	✓	✓	✓	X	✓	X	✓	✓
Brian Fitzgerald	✓	✓	✓	✓	X	✓	✓	✓	✓
Raymond Kelleher	✓	✓	✓	✓	✓	✓	✓	✓	✓
Fiona Kearney	✓	✓	✓	✓	✓	✓	✓	✓	X
Pankaj Agarwal	✓	✓	✓	✓	✓	✓	✓	✓	X
Michael Harte	✓	✓	✓	✓	✓	✓	✓	✓	✓

Co-Opted May AGM

Catherine Sheridan						✓	✓	✓	✓
Richard Morrissey						✓	✓	✓	✓
David Swinburne						✓	X	✓	✓

Resigned Nov 22

Liam Luddy	✓	✓	✓	✓	✓	X	✓	X	
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Term ended 05/22

Seamus Downey	✓	✓	✓	✓	✓				
DC Cahalane	X	✓	✓	✓	✓				
John McAllen	✓	✓	✓	✓	✓				

BOARD COMPOSITION

The key role of the Board of the Chamber is to provide efficient and effective leadership for Cork Chamber within a framework of practical controls. The Board performs two roles. It firstly provides strategic direction to the Chamber, based on listening to, understanding and representing the needs of the Chamber's members and Cork's business community. Secondly, it has specific oversight responsibilities in respect of executive functions.

The composition of the Board should be balanced and reflect, as far as possible, the Chamber membership having regard to company size, diversity, and skillset.

The Board shall consist of not more than 24 members as follows:

- The President
- The Immediate Past President or the Vice President (if appointed)
- The Honorary Secretary
- The Honorary Treasurer

12 elected members if a Vice-President has been appointed and otherwise 13 elected members in addition to members co-opted under Articles 24 and 25. Not more than 7 co-opted members as provided for under Article 24. The Elected members of the Board shall hold office for a period of four years and shall not be eligible for re-election to the Board other than as President until a period of three years has elapsed. All Directors are non-executive and sit on the board on a voluntary basis, receiving no remuneration for their time and contribution.

As soon as possible following their appointments, all new Board members, including co-opted members shall receive an induction during which they shall be advised about the Chamber's key policies and work programme, and the provisions of the Chambers Code of Governance. They shall also be invited to meet with the President, CEO and Chamber Team to gain a deeper understanding of the daily operations of Cork Chamber. They will also be provided with an induction pack which will include:

- Code of Governance;
- The Constitution;
- Financial Statements & Management Accounts;
- Budget;
- Access to minutes of previous board meetings;
- Strategic Plan;
- Strategy Delivery Plan;
- Annual Report.

BOARD MEETINGS

The Board seeks to meet on at least 8 occasions in each calendar year. A schedule of yearly Board meetings is circulated at the beginning of the year. Meetings are scheduled for a duration of 1.5/2 hours. From time to time it may be necessary for meetings to be extended to allow sufficient time for discussion of issues in an appropriate manner. A themed agenda for the Board is drawn up to make best use of the time available and ensure that there is the appropriate focus on policy and strategy. Supporting material is circulated with the draft agenda to provide background to any topics included, such as minutes of previous meetings, management accounts, and relevant reports etc

Cork Chamber has a conflict-of-interest policy in place. Board members should identify and promptly declare any actual or potential conflicts of Interest which arise at board meetings. Such declarations should be made at the beginning of each board meeting at which the matter is discussed and should be recorded in the Board minutes. Where a material conflict of interest arises, the Board member concerned should not participate in discussions nor, may the Board member participate in any vote in respect of any contract in which they have an interest. They should also offer to withdraw from the meeting, and the Board should decide if this is required.

BOARD COMMITTEES

The Chamber has 6 Board Committees:

- Executive Committee
- Remuneration Committee
- Audit & Risk Committee
- Governance & Nominations Committee
- Sustainability Committee
- Membership Committee

EXECUTIVE COMMITTEE

The Executive Committee is appointed by Board and consists of at least four Board members. Its members include the President, (who shall be the Chair), the Immediate Past President/Vice-President, the Honorary Treasurer and Honorary Secretary. The CEO shall, ex officio, attend Executive Committee meetings. The Executive Committee is authorised to meet and take action between board meetings when it is impractical to get the full board together.

REMUNERATION COMMITTEE

The Remuneration Committee is appointed by the Board and shall consist of at least 4 members including the Chair and President of Cork Chamber. The Remuneration Committee have delegated responsibility for setting the remuneration for the CEO and the pay policy for the Senior Management Team of the Chamber. There is a formal and clear procedure for developing policy on executive remuneration. No executive will be involved in setting their own remuneration. The CEO brings to the committee proposals for CEO and Senior Management Team remuneration, and proposals for team remuneration, for consideration by the Committee.

AUDIT & RISK COMMITTEE

The Audit & Risk Committee is a committee of the Board of Cork Chamber. Where it is necessary to augment the necessary skillset of the committee, the committee may contain a member or members who are not members of

the Board of Cork Chamber. There are formal and clear arrangements for considering how the Board should apply financial reporting and internal control principles and for maintaining an appropriate relationship with the Chamber's auditors. This is delegated by the Board.

GOVERNANCE & NOMINATIONS COMMITTEE

The Governance & Nominations Committee is a committee of the Board of Cork Chamber. The Governance & Nominations Committee have a leadership role related to board effectiveness and governance. Their duties extend to board succession planning, including identifying potential candidates for election or co-option onto the board.

MEMBERSHIP COMMITTEE

The Membership Committee is a committee of the Board of Cork Chamber. The Membership Committee will consist of representatives from the Board and a smaller number of Chamber members from the wider membership who will focus on the delivery of the main Membership Development priorities of Cork Chamber.

SUSTAINABILITY COMMITTEE

The Sustainability Committee is a committee of the Board of Cork Chamber. The committee will serve in a practical way to structure and support Cork Chamber's sustainability strategy and actions through an impactful Sustainable Cork Programme. It will assist in informing and developing strategy on Sustainability, Environmental, Social and Governance (ESG) principles and specifically on Cork Chamber's leadership and actions on five selected UN Sustainable Development Goals.

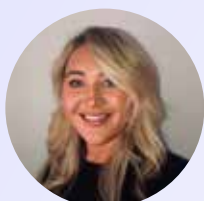
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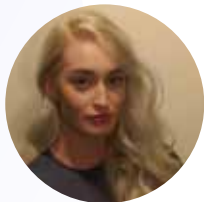
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SECTION THREE

Our Work



Public Affairs

Our public affairs team proactively engaged with stakeholders and government to drive forward a sustainable and progressive business agenda in Cork in 2022.

We worked to make Cork the best place to live and do business while maintaining a clear focus on sustainability and quality of life. We met and advocated with a raft of political leaders, government departments, and other stakeholders and responded to all the key public consultations on government policy.

Our advocacy priorities in 2022 spanned housing, sustainable infrastructure, transport, energy, skills, and place-making. Throughout the year our nearly 70 Cork Chamber Partners convened as a Thought Leaders Council to identify and discuss the key challenges and opportunities for the region's businesses and

economy and to inform our advocacy.

We run and participate in a range of key stakeholder forums from the Transport and Mobility Forum to the Cork Development Forum, which includes key stakeholders across Cork ensuring joined up thinking and investment on key infrastructure. We consulted our members every quarter in our Economic Trends survey, which gave us a key insight into business sentiment, key challenges companies were facing and opportunities for the Chamber to improve the business environment and city region.



#1

Ireland's most active regional advocacy body as verified by the Lobby Register of Ireland.



26

Supported 26 consultations on Policy Advocacy and in-depth policy submissions including, on the government's Energy Security Strategy, the new Climate Action Plan, and Irish Water's Southern Regional Water Resources Plan, and Bus Connects.



154

lobbying engagements, including written submissions, meetings and statements



1

Comprehensive Budget 2023 submission with a focus on inflation and energy costs, housing, Project Ireland 2040, energy and renewables, tourism and skills. We met with Minister for Public Expenditure Michael McGrath and pushed for pandemic level support for businesses in face of the energy and inflation crisis.



4

Economic Trends Surveys and quarterly publications informing business leaders and government decision makers.



€6 million

secured funding for Cork Airport. Regional airports funding was under threat following the end of the pandemic but following extensive lobbying of key ministers and agencies by our team we secured funding of €6 million for the airport that will ensure it can compete, expand and grow.



Forums

Your voice at regional groups and forums including Cork Development Forum, Cork City Centre Forum CORE, Airport Council and South West Regional Skills Forum.



Active membership of **Chambers Ireland**, our partners in influencing and representing business.



3

Hosted 3 renewable energy trade missions to Cork

CASE STUDY:

Energy in Crisis Business Support

With the war in Ukraine, energy costs became a key pressure point for member businesses facing increases of four and five times their normal energy bills.

In response, we pushed for pandemic-level supports for businesses, made an impactful pre-budget submission to government and met senior government ministers.

The supports we lobbied for were in the main delivered in the €1.2 billion budget package, and the Temporary Business Energy Support Scheme (TBESS) but we made it clear to government that the 40% rebate may not be enough. We engaged with members on how well the scheme was supporting them and found a range of issues. We met with Minister

for Enterprise Simon Coveney TD and discussed the slower than expected take-up of TBESS and possible redesign. We followed this with a survey of member businesses to understand key issues.

The government responded to our advocacy by announcing the expansion of TBESS, including increased relief to 50% of eligible costs, a key measure we pushed for, cushioning businesses most affected by soaring energy costs.

Communications

Cork Chamber communications support the full range of our Chamber activities. We harness multiple platforms, channels and media to ensure reach, cut through and engagement with our audiences. We take a member-centric approach delivering tailored messages designed to support our members in their stage of business.



€1.5m

media value (advertising value equivalent) achieved through national and regional media in print, broadcast and online



Multi-media approach to projects harnessing video, audio, visuals across multiple media channels



39.6k

followers across Chamber social media channels, representing 10% growth



35%+

open rate achieved on each of the 50 e-newsletters circulated to our 4,500 recipients



3.5k

followers across Connecting Cork social media



5k

Chamberlink print readership



51k

visitors to the newly designed corkchamber.ie

CASE STUDY: ECONOMIC TRENDS

Cork Chamber Economic Trends sponsored by Permanent TSB is a quarterly report, based on a survey through which we garner feedback from our members about their business experience.

The results of the survey generate our Economic Trends Report which is supported by multi-media communications activity and importantly, it underpins a range of lobbying and advocacy activities through which we represent our business members.

There are 3 phases to this project:

Phase 1 kicks off with the Survey design which is crafted to measure emerging trends and track changes in the business environment, quarter on quarter. We then circulate the survey through our in-house CMS, Chambermaster to deliver a personalised direct email to the lead contact in each member business.

Phase 2 begins once the survey closes. We organise the data and collate the results, which are then converted in to easy-to-read charts with supporting text.

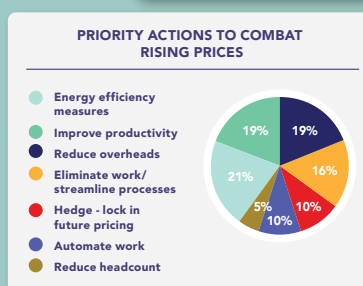
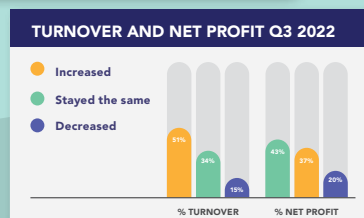
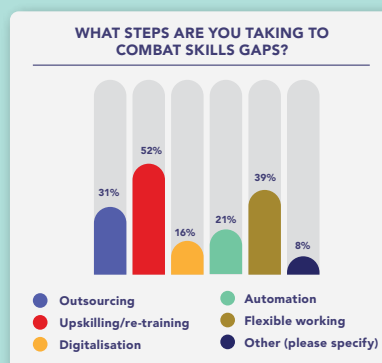
In the final phase we deliver our communications campaign – we use multiple channels to communicate our findings to our membership and broader business community. In addition we deliver tailored lobbying activity findings. This campaign employs both traditional and digital media – for example

We build a webpage each quarter to display the results, as well as circulating a four-page print edition to our members.

We use the content to generate multimedia assets to support our communications, through our social media channels. These are also harnessed across our direct mails to members, our weekly e-newsletter and a dedicated flyer which displays the results.

A supporting press release is sent to media, we reach out to our political representatives with the findings and in terms of lobbying, we will also incorporate our results into future, subject specific activity.

Economic Trends is a truly multi-platform, multimedia multi-channel project and has become an important base for our ongoing representation and communications activity.



Training & Development

Cork Chamber Skillnet is a multi-sector regional business training network offering subsidised training and development opportunities to businesses within the southwest region. With over 20 years of training delivery expertise, the Cork Chamber Skillnet team are passionately committed to supporting businesses throughout the talent development journey of their most valued asset, their people.

**123**

training sessions delivered in 2022

**16**

free webinars

**85**

bespoke in-house training courses

**6**

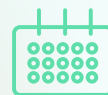
non-formal events

**22**

public courses

**376**

participant member companies

Continued focus
on online delivery**4,524**

training days

New Sponsorship of IT for SME
series in Collaboration with
IT@Cork Skillnet**2**new Cork Chamber Skillnet
Steering Group members



1207

trainees



Continued Collaboration on the Diploma in Project Management course with MTU



Continued sponsorship of Cork Chamber Digital Media Awards and Sustainable Cork Programme webinar series



New collaboration with IMI for Management Bootcamp and the IMI Essentials Skills of Management



4

Cork Chamber Skillnet Steering Group meetings



Additional funding provided enabling delivery of timely programmes such as 'Investors in Diversity' Bronze accreditation



CASE STUDY:

INVESTORS IN DIVERSITY BRONZE ACCREDITATION

Cork Chamber Skillnet were delighted to offer Investors in Diversity Bronze accreditation program in 2022.

Three members of the team from seven companies took part in the fully funded program and over 21,000 euros in funding was facilitated by Cork Chamber Skillnet.

This program has had a huge impact on all the companies involved with some now exploring further Diversity & Inclusion training opportunities and even silver accreditation.



Investors in
Diversity

BRONZE

Events

Cork Chamber's varied and busy events schedule provides an excellent and ongoing platform to our members to make vital connections. We deliver a vibrant and dynamic programme of both in-person and online events that are as diverse as our members, giving access to thought provoking content and speakers and providing unrivalled opportunities to develop meaningful business connections.



100
events



New partnerships created with it@cork and existing partnerships continued with MII Cork, Network Cork, France Ireland Chamber and ERF



6,000+
member registrations



Cork Chamber Annual Dinner & Cork Company of the Year Awards held in Páirc Uí Chaoimh



44
'Upcoming Events' flyers sent



240
guests at Cork Digital Marketing Awards



31,500+
ConnectMe page views



New brand identities created for Annual Dinner, Cork Digital Marketing Awards and Cork Chamber Dublin Dinner



4
Sustainable Cork Programme webinars



300
attendees at Cork Chamber Christmas Lunch returned to in person event

CASE STUDY:

CORK DIGITAL MARKETING AWARDS 2022

The Cork Digital Marketing Awards provide a platform for Cork businesses to showcase their digital successes and achievements. All facets of digital marketing are recognised with 16 award categories including Best in Content Creation, Best Digital Marketing Team and awards for individual channels from Website, Twitter to Instagram.

Running for the 9th year, these unique awards returned in 2022 with a new brand identity bringing together 220 marketers across Cork's local digital community.

The promotion of the awards started mid-July via our launch with media partner the Irish Examiner until the awards ceremony was held on 21st October at the Carrigaline Court Hotel with well-known host Sinead Kennedy.

The entrants were broken down into 3 stages including nominees, semi-finalists, and finalists. All entries were judged by members of the

public, through an independent and confidential judging panel with each stage announced via our promotional channels giving the nominees in each stage recognition and brand visibility.

On the evening, the very worthy Overall Digital Legend 2022 was announced as IMART and Fuller Marketing.



Membership Engagement

Our members are our motivation. We support our members at every stage with a proactive Chamber team and impactful services. Working together we empower and support a successful and inclusive membership who drive a thriving Cork.



1,200

active members employing

100,000+

people



6

Business Owners Forum sessions with active group of 15+ SMEs



156

New Members Recruited



Strategic partnership continued with Adare Human Resource Management providing 3 HR Leadership Forum sessions and x4 HR webinars for our members



10

new Chamber Partners



New Membership Committee formed



Membership survey circulated



€300K

of Cork Chamber Gift Card Sales bringing the total amount contributed to the Cork economy to over €1.5M since November 2018



4

external presentations to UCC Ignite Programme participants, St. Patrick's School and Cork English College



11

Maximise Your Membership workshops with 110+ logging on



Direct support through Chamber representation at up to 200 member's own events and activities



4

New Members Breakfast meetings

Connecting Cork

Connecting Cork is a Cork Chamber-led initiative to expand and develop our international relationships and to promote Cork for business, investment, talent and collaboration with a specific focus on the international financial services sector. Connecting Cork engages with members of the Irish business community overseas while promoting Cork to a targeted international audience.

March, as always, provided the springboard for the year of international activities and the resumption of in-person events after two covid hit years. Through Connecting Cork, Cork Chamber joined the Cork City mission to sister city San Francisco which was directly followed by the St. Patricks events in Washington DC as part of Team Ireland. Cork Chamber's first mission with Ireland Gateway to Europe saw visits to Chicago and Boston with business and thought leaders from Ireland and US.

Our inaugural attendance at the SelectUSA Summit in June gave us access to all 50 US state economic development authorities

and built connections for Cork companies looking to grow internationally. Cleveland in October saw the Chamber continue its long-standing relationship with Irish Network USA by sponsoring the conference at which new Irish Ambassador Byrne Nason delivered the keynote in front of 30 Irish American business professionals in attendance from across the US. In November the reignition of our IFS promotion and marketing work was highlighted by our representation at the Irish Funds London Seminar and Promoter Engagement Dinner. Cork Chamber is back Connecting Cork again.

Connecting Cork is supported by

Deloitte.

EY
Building a better
working world

JCD

KPMG

 **Morgan
McKinley**

 **MTU**
Ollscoil Techniceolaíochta na hEiminn
Munster Technological University

**O'Flynn
Group**

 **O'CALLAGHAN
PROPERTIES**

 **pwc**

 **UCC**
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

WILLIAM FRY

International Relations

Cork Chamber plays a key role for the region in maintaining old and building new relationships with embassies and foreign trade bodies in Ireland.

The Chamber works closely with government departments, inbound trade missions and local stakeholders to plan and execute itineraries and events for international delegations visiting Cork. This collaborative approach ensures that Cork and its business community is positively represented, and inbound delegation maximise their time here.



6

Cork Chamber welcome six Ambassadors to the Fitzgerald House from India, Germany, Austria, Ukraine, Estonia and Belgium.



4

Cork Chamber played a key role in the organisation of four international economic and political trade missions to Cork in 2022 from the Netherlands, Wales, New Jersey, and Alberta.

Enterprise Europe Network

The new Enterprise Europe Network (EEN) contract was officially awarded to the Irish EEN Consortia in September 2022.

Collaborating with our partners in Enterprise Ireland, Dublin Chamber and the Local Enterprise Offices, Cork Chamber promoted the services EEN has to offer and work with SMEs to innovate and grow internationally.



3

Cork Chamber co-organised a total of three B2B brokerage events with network partners across the EEN programme.



5

Cork Chamber provided five businesses with targeted supports through EEN in 2022.



20

companies assisted with advice and information on international enquiries and partnering support from September when the contract was awarded.



Export Documentation

Cork Chamber is a leading provider of export documentation services. We are officially authorised by the Department of Business, Enterprise and Innovation and Chambers Ireland to issue and certify export documentation.

The exports team provide a bespoke certification service to a number of clients, provide the facilities for companies to have documents authenticated with Department of Foreign Affairs and legalised with several embassies. We issue regular communications on export services, international trade information and continue to monitor notifications relating to trading with the UK.



23,098
export documents certified



Top 5

countries Certificates of Origin
issued for: Turkey, Oman, Egypt,
China & UAE



93%
certified online



6

ICC certified signatories



5
new clients



Recognising Your Success

Cork Chamber is proud to champion our members and showcase their successes. Each year we run 3 awards programmes to reveal the outstanding stories of success with winners representing the vast diversity of our Cork business community. These awards are a wonderful opportunity for any business to present their story, their growth and their ambitions.

"We are truly both honoured and humbled to win this prestigious award. This award is an acknowledgement of the commitment and success of Carbery's team, both in Cork and around the world. Carbery's origin was inspired by a vision to create a sustainable future for the farming communities of West Cork and has since led to the creation of an international food ingredients company now operating in communities all around the world. The growth of Carbery Group has been underpinned by the vision and support of our farmer shareholders, to whom this award also belongs."

Jason Hawkins, CEO, Carbery Group

**Cork Company
of the Year
Awards 2022**



I am delighted to receive this tremendous honour from the Cork Chamber of Commerce, which I am accepting on behalf of the whole Apple team in Cork. Everyday I am inspired to work with such talented and passionate individuals, who live Apple's values in everything they do. Cork has been Apple's home for over 40 years and helped Apple become the company it is today. We are proud to be part of such a vibrant and diverse community, and look forward to continuing to contribute to Cork. Thank you to Cork Chamber and everyone involved.

Cathy Kearney, Apple VP of Operations for Europe, Middle East, India & Africa

**Outstanding
Contribution
to Business
Award**



"This is a great honour for the IMART team and Mixed Ability Sports Ireland," stated Alan Craughwell in accepting the Award on behalf of IMART. "We recognised the need for digital marketing at the beginning of this project but only came to fully appreciate its huge impact as our event campaign developed"

Speaking on behalf of Fuller Marketing, Sheila Kelleher, Strategy Director said, "We are absolutely thrilled to be awarded Overall Digital Marketing Legend 2022! Tonight means so much to us for many reasons. To have our work acknowledged and rewarded amongst our industry colleagues, who are some of the best and brightest in Ireland's digital marketing world, is a huge accomplishment for us. But to have our work on IMART in particular recognised and highlighted is an even greater triumph. It reaffirms and validates our own belief that by harnessing the power of digital marketing, we can effectively communicate with people all across the globe, that we can engage with them and use the power of storytelling to carry important messages on sport, equality, inclusion, fun, people power and to ultimately drive change for the better. The strength of our partnership with IMART and the powerhouse that was the team behind this event, is a testament to how dedication, expertise and passion can form, build and shape a movement – and change lives along the way."

**Cork Digital
Marketing
Awards 2022**



Sustainability

SUSTAINABLE CORK PROGRAMME

The Sustainable Cork Programme is a national leading initiative by Cork Chamber to embed sustainability in Cork, its businesses and across all Chamber activities.

The programme, which is seen as an exemplar for other Chambers, included a Sustainable Cork Webinar series, that covered cutting edge topics and brought in global and national experts, including the future of electro-mobility in the city and how to ensure inclusion and diversity in a remote-working environment. The webinars attract an extremely broad cross-sectoral audience and start key conversations across Cork on how to build a sustainable future for the city region, by tapping into international best practice.

Changemaking initiatives included the Energy Champions Programme for SMEs that worked with a wide variety of businesses to cut emissions in collaboration with Energy Cork. Our member Sustainability Committee met through the year to guide Chamber sustainability thinking and initiatives.

The UN SDGs are the guiding light for Chamber advocacy across the whole range of priority areas, from transport and housing to energy and place-making, and are integrated and defining for every advocacy-related engagement.



ENERGY CORK & SEAI ENERGY CHAMPIONS

The SME Energy Champion initiative won expanded funding from SEAI to design a scheme to reach nearly 100 companies, a first step in driving a real zero carbon transition across businesses.

Key Sustainability Council objectives for Cork set for short, medium and long term:



1

Sustainable Cork Programme student placement with the UCC Centre for Cooperative Studies focussing on Irish food SMEs and the integration of sustainable practices in the Irish food retail industry.



5

'Greening Our City' webinars delivered in cross sectoral partnership.



300+

attendees on SCP webinar series

ENVIRONMENTAL



SUSTAINABILITY ASSESSMENT

In 2022 we commissioned Blue Planet Consulting to conduct a baseline sustainability and ESG assessment for Cork Chamber to establish a baseline carbon footprint with the aim of identifying priority areas on which to focus to improve our performance, reduce cost and, ultimately, set the Chamber on a pathway towards becoming more sustainable. Blue Planet conducted a baseline carbon footprint covering the Chambers Scope 1 and 2 Emissions (Transport and Buildings) and selected Scope 3 Emissions (Business Travel, Employee Commuting, Water and Waste) and presented its findings and recommendations in a report. The details provided were based on 2019 figures as that was the last year that the office was at full capacity prior to the pandemic. The next step in the process is to conduct an Energy audit which was completed in Q1 2023.



ALL IRELAND POLLINATOR PLAN

In 2022 we retained our membership of the All Ireland Pollinator Plan and continue "Actions for Pollinators" on Chamber grounds. After making the initial commitment to establishing and enhancing biodiversity on our site we made the decision to protect all the biodiversity that is currently in and around our gardens.



ECO MERIT ACCREDITATION

EcoMerit is a leading Irish environmental certification company which helps Irish businesses to improve their environmental performance. Their Certification Programme focuses on waste, water and energy impacts. Cork Chamber have been working with EcoMerit over the last number of years to measure and monitor its environmental performance and put in place a plan to increase our sustainability efforts. Each year our performance is monitored, and key actions identified and agreed to increase efficiency. We were delighted to retain our certification in 2022.

SOCIAL

To grow and to thrive, Cork must be a genuinely warm and welcoming place of equal opportunity for people of all backgrounds, beliefs, and identities. Cork Chamber and the wider business community have a key role to play in diversity, equality and inclusion and this must be demonstrated by actions and not by words alone.

At Cork Chamber, we are committed to championing diversity in our team, in our governance, our operations and in advocacy, events and engagements. We are committed to the United Nations Sustainable Development, Goal 5, Gender Equality, but wish to push the wider diversity agenda forwards in parallel. We are pro diversity, and with equal vigour we are anti-racist and anti-discrimination. At Cork Chamber we are consistently looking for innovative ways to support the community and create a positive impact. We do this through creating meaningful partnerships. Below includes a snapshot of initiatives we were involved in throughout 2022



ABILITY@WORK

Ability@Work connects employers and skilled people with different abilities who want to work. They assist companies to be more inclusive when recruiting staff. We have employed through the Ability@work programme and are committed to encouraging Cork companies to do the same. We also sit on the Ability@work Advisory Group.



CORK ACCESS NETWORK

Cork Access Network (CAN) is an initiative established to co-ordinate efforts to tackle Educational Disadvantage in Cork City as

an outcome of the “Leave No-One Behind” webinar held in December 2020. Cork Chamber is committed to making Cork the best place for business and we believe education for all needs to be at the forefront of this vision. In 2021 We are an active committee member of Cork Access Network.



ELEVATE PLEDGE

Cork Chamber was one of the first 40 businesses and the first not for profit organisation to sign up to the Business in the Community Inclusive Workplace Pledge last year. ‘Elevate’ is Business in the Community Ireland’s pledge to support businesses to build more inclusive workplaces. By signing up to this Pledge, Irish businesses can demonstrate their commitment to building truly inclusive workplaces, and supporting the broader values of inclusion, equality and opportunity.



SPONSOR OF CORK PRIDE DIVERSITY & INCLUSION CONFERENCE



SUPPORT TO UKRAINIAN REFUGEES

coming to Cork and attending weekly calls with key stakeholders in the city to co-ordinate supports



SPONSORS OF IMART

Mixed Ability Rugby Tournament



SPONSORSHIP OF CHRONIC PAIN PROJECT WITH ARTIST CIARA CHAPMAN



PARTNERED WITH RILEY

a sustainable period product provider, to provide free period products to all employees



MAINTAINED OUR PSYCHED ACCREDITATION

SECTION FOUR

Finance Sponsors Partners



Financial Statements

INCOME & EXPENDITURE ACCOUNT

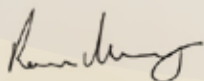
For the year ended 31 December 2022

	2022 €	2021 €
Income	2,833,945	2,249,503
Cost of Sales	(1,086,984)	(827,340)
Gross surplus	1,746,961	1,422,163
Administrative expenses	(1,694,565)	(1,441,579)
Other operating income	-	69,207
Operating surplus	52,396	49,791
Other interest receivable and similar income	4	59
Surplus before taxation	52,400	49,850
Taxation on surplus	-	-
Surplus for the financial year	52,400	49,850

There are no items of comprehensive income in the financial year or preceding financial year other than those dealt with in the income and expenditure account. Accordingly, no statement of other comprehensive income has been prepared.

The financial statements were approved by the board of directors on 24/04/2023 and signed on its behalf by:

Ronan Murray
Director



Gerard O'Donovan
Director



BALANCE SHEET

As at 31 December 2022

	2022 €	2021 €
Fixed Assets		
Tangible assets	430,244	446,355
Intangible assets	13,545	20,866
	443,789	467,221
Current assets		
Debtors	391,389	302,724
Cash at bank and in hand	1,474,175	1,202,441
	1,865,564	1,505,165
Creditors: amounts falling due within one year	(710,594)	(426,027)
Net current assets	1,154,970	1,079,138
Net assets	1,598,759	1,546,359
Capital and reserves		
Revaluation reserve	124,751	124,751
Income and expenditure account	1,474,008	1,421,608
Total members' funds	1,598,759	1,546,359

The financial statements were approved by the board of directors on 24/04/2023 and signed on its behalf by:

Ronan Murray
Director



Gerard O'Donovan
Director



Partners

Sponsors





**Cork
Chamber**
Advancing business together



We are Cork.

CorkChamber.ie

