



**Shannon  
Chamber**  
Advancing business together



**Mid-West  
Sustainability Network**

# S4

Developing a  
Sustainability  
Mindset  
**Conference**

Thursday, 25 September 2025

**Venue:**

Radisson Blu Hotel  
Ennis Road  
Limerick  
V94 YA2R



Sponsored by:



**#midwestsustainability**

# Conference Programme

## Conference MC: Barry Gavin. Chair, Mid-West Sustainability Network

08:30	Registration and light refreshments
09:00	<b>Welcome and Introductions</b> Helen Downes, CEO, Shannon Chamber
09:15  Chair: Barry Gavin	<b>The Tone at the Top</b> This panel brings together senior leaders who are driving meaningful change within their organisations - setting ambitious climate goals, integrating ESG into core strategy, and innovating for a more sustainable future. They will discuss the structures, resources and processes they have implemented to embed a culture of sustainability across their companies. Gain firsthand perspectives on leadership, accountability, and the evolving role of business in addressing global environmental and social challenges.  <u>Panellists</u> <b>Sian Young</b> , Sustainable Business and Corporate Affairs Director, Britvic Ireland <b>Tom O'Carroll</b> , Director Manufacturing, Ireland, Zimmer Biomet <b>Vicky Howard</b> , Country Manager – Ireland, Reagecon <b>Mike Finn</b> , Facilities Director, Dexcom
10:30	Coffee/Tea Break
11:00  Chair: Kathleen O'Regan, Senior Executive, Enterprise Ireland	<b>Driving Mindset</b> Lasting sustainability starts with leadership that can shift mindsets. This panel will discuss how they are shifting mindsets, building internal momentum, and embedding sustainability into the core of business culture. They will explore how to engage teams across functions, and create lasting, organisation-wide change that goes beyond compliance or surface-level commitments.  <u>Panellists</u> <b>Sharon McManus</b> , Group Head of Sustainability, ESB <b>Laura Greaney</b> , Business Development Manager, ABC Nutritionals <b>Emma Ryan</b> , EHS Specialist, Aerogen Ltd <b>Shane Cooke</b> , Director of Engineering, AIR Shannon (Formerly Modular Automation)
12:15	LUNCH and networking with service providers and agencies
14:00  Chair: Sinéad Murphy, Head of Sustainability, The Shannon Airport Group	<b>Bringing Sustainability to Life</b> This session will showcase projects that companies have implemented to drive environmental and social impact within their organisations. Their presentations will offer practical insights into what it takes to turn strategy into execution. Panellists will reflect on lessons learned, barriers overcome, and the measurable outcomes of their efforts, offering inspiration and guidance for anyone looking to accelerate sustainability within their own organisation.  <u>Panellists</u> <b>John Mulleady</b> , Managing Director, AiP Thermoform Packaging <b>Gavin O'Mahony</b> , EHS & Facilities Manager, Cook Medical <b>Anthony McGarry</b> , Global Director CPS Energy Management, Coca Cola Ballina <b>Eamon Foley</b> , EHS lead, Astellas Ireland (Kerry)
14:45	<b>KEYNOTE ADDRESS</b> <b>Driving Behavioural Change towards Sustainable Practices</b> <b>Gary Keegan</b> , CEO, Uppercut <b>Q&amp;A</b>
15:30	<b>Closing Remarks</b> Helen Downes, CEO, Shannon Chamber

**NOTE: The Conference will also feature a Vendors' and Agencies' showcase.**



# About the Presenters

**Sustainability Week**

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## Conference MC

### Barry Gavin, Chair, Mid-West Sustainability Network



Barry Gavin is the Chair of the Mid-West Sustainability Network. Barry is a qualified accountant with over twenty years' experience in the area of Clean Energy and Sustainable Investment. Barry is a member of the Institute of Directors. He is a member of the board of An Post, and is the Chair of the An Post People and Sustainability Committee. He is the

Chair of Future Energy Ireland, an independent director on the Board of the City of Dublin Energy Management Agency (CODEMA) and an independent director with the Arjun Investment Clean Energy Fund. Barry is also an adjunct lecturer in the UCD Smurfit Business School and in the University of Galway, where he lectures in Sustainable Finance.

## Introduction & Summation

### Helen Downes, Chief Executive, Shannon Chamber



Chief Executive of Shannon Chamber since 2008, Helen has been instrumental in transforming the Chamber into a dynamic force for regional economic development and business advocacy. Under her leadership, the Chamber has launched a series of strategic initiatives that foster collaboration between the public and private sectors, both nationally and

internationally, significantly expanding its membership and influence. Helen plays a pivotal role in championing the interests of the Chamber's 330+ members - engaging with key stakeholders, policy makers, and influencers to address barriers to enterprise growth and promote sustainable economic development at local, regional, and national levels. Helen brings a unique blend of strategic vision, stakeholder engagement expertise, and a deep commitment to regional progress.

### Sian Young, Sustainable Business and Corporate Affairs Director, Britvic Ireland



Sian is the Sustainable Business and Corporate Affairs Director at Britvic Ireland, part of Carlsberg Group and the largest soft drinks manufacturer in the Republic of Ireland. Sian has worked at Britvic Ireland for over 19 years. Starting in marketing, she worked on the Ballygowan brand for many years and made the move in to her current field after leading a project

exploring how to make the brand more sustainable. She worked with the local leadership team to optimise the Ballygowan range and today the Newcastle West bottling site is a lighthouse for sustainability. A passionate advocate for locally sourced food and drink Sian is also a non-executive director of Love Irish Food and has been recognised as a leader in sustainability including receiving the inaugural Pakman ESG Industry Leader Award.

### Tom O'Carroll, Director Manufacturing, Ireland, Zimmer Biomet



An experienced and inclusive leader, with a demonstrated track record of implementing change and delivering results through people and process, Tom is committed to the guiding principles of integrity, accountability and developing talent to strengthen an organisation. He continually seeks out value propositions to both organisation and customer and through engagement, collaboration

and innovation, delivers results that facilitate growth and foster a winning culture.

### Vicky Howard, Country Manager – Ireland, Reagecon



Vicky is the Country Manager at Reagecon Diagnostics Limited (Shannon) and Carl Stuart Limited (Dublin) – Calibre Scientific companies. Reagecon is the world's largest producer of physical and chemical standards and Carl Stuart is a leading laboratory supplies distribution and technical service business. With over two decades of

experience, starting at Reagecon in January 2004, Vicky has held various roles, including HR Manager, Operations Director and General Manager. Vicky leads with a strong belief that people are the foundation of a successful sustainability journey. With a track record of fostering inclusive, high-performing teams, Vicky champions a culture of continuous improvement, collaboration, and shared responsibility.



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## Mike Finn, Facilities Director, Dexcom



Mike is the Dexcom Facilities Director based in Athenry, Galway, with over 30 years of experience in manufacturing and operations. He oversees site strategy and infrastructure development, driving efficiency, sustainability, and strong team performance. Mike is currently involved in the establishment of Dexcom's new manufacturing facility

in Athenry - an investment expected to create over 1,000 jobs and expand the region's MedTech footprint.

## Sharon McManus, Group Head of Sustainability, ESB



Sharon is the Group Head of Sustainability at ESB, where she leads the strategic direction on sustainability across the organisation. Sharon's role involves ensuring the delivery of sustainability strategies, related programmes, compliance and capability, and fostering a culture of sustainability across ESB. Prior to her current role, Sharon served as an

Engineer Corps Officer of the Irish Defence Forces for 27 years and has worked in both combat and infrastructural engineering environments at home and abroad including as the Defence Forces Energy Manager with responsibility for energy management throughout the land, sea and air domains of the Defence Force and as the European Defence Agency (EDA) Energy & Environment lead and the European Commission's Consultation Forum for Sustainable Energy in the Defence & Security Sector Lead. Sharon has a BE Civil Engineering degree from NUIG and a MEngSc Sustainable Energy Master's degree from UCC. She also has a MA in leadership Management and Defence studies from the Military College and NUIM. She is currently undertaking an MBA with Smurfit Business School, UCD. Sharon has served on four overseas deployments with the Irish Defence Forces including Liberia, 2005; Kosovo, 2006, Chad, 2010 and Lebanon, 2021.

## Laura Greaney, Business Development Manager, ABC Nutritionals



Laura Greaney is Business Development Manager for ABC Nutritionals, a contract manufacturer of powder blends for the international sports nutrition, health & wellness and weight management markets. As a major consumer of dairy ingredients, ABC Nutritionals sources most of its supply from Ireland. When demand cannot be met locally, European

sources are used to minimise transportation distance. Laura has a decade of experience in the nutrition industry and works with global brands to create and develop products suited to their target market's needs. Laura has played a pivotal role in the movement to sustainable packaging within the company, which now equates to 94% of the overall materials used. Additionally Laura worked to bring Irish health & wellness brands to market in recent years, working to promote home grown businesses.

## Emma Ryan, EHS Specialist, Aerogen Ltd



Emma is an accomplished Environment, Health & Safety (EHS) Specialist at Aerogen Ltd, where she has been driving EHS initiatives for over four years. With more than a decade of experience in the EHS field, Emma brings extensive expertise in regulatory compliance, risk assessment, and the implementation of sustainable

operational practices. Throughout her career, Emma has demonstrated a strong commitment to fostering safe and environmentally responsible workplaces. At Aerogen, she has played a pivotal role in advancing sustainability programmes, enhancing safety culture, and ensuring adherence to evolving environmental regulations. Her proactive approach and cross-functional collaboration have contributed significantly to Aerogen's sustainability goals and corporate responsibility objectives.



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## **Shane Cooke, Director of Engineering, AIR Shannon (Formerly Modular Automation)**



Shane has over 25 years' experience in the medical device and automation industry. He sits on the senior leadership team for AIR Shannon, with responsibility for all engineering disciplines including operational quality. Shane provides strategic and technical leadership for large automation programmes supplying MNC customers around the globe.

Prior to joining AIR Shannon, he has served in multiple technical and management roles in Boston Scientific Galway over a 20-year period. With a passion for driving efficiency, technology adoption and finding new and better ways to do things, Shane leads the sustainability program for AIR Shannon.

## **John Mulleady, Managing Director, AiP Thermoform Packaging**



John is the owner and Managing Director of AiP Thermoform Packaging, a leading provider of innovative thermoform packaging solutions. With 27 years of experience in the packaging industry, John has dedicated his career to advancing the development and production of high-quality thermoformed packaging for a wide range of industries, including

pharmaceutical, electronic, and healthcare sectors. Under John's leadership, AiP Thermoform Packaging has established itself as a frontrunner in the field, known for its commitment to innovative, and customer-centric service. John is deeply committed to reducing the environmental impact of packaging solutions and driving the company's growth by offering his customers the most up-to date options and eco-friendly practices. With his hands on approach, John is focused on building strong relationships with clients, fostering a culture of excellence and continuous improvement at AiP. John is a strong advocate for sustainability and is actively involved in initiatives aimed at reducing waste and environmental impact.

## **Gavin O'Mahony, EHS & Facilities Manager, Cook Medical**



An experienced environmental, health and safety and facilities professional, Gavin has over 5 years of experience in the medical device industry, with academic qualifications in both civil engineering and mechanical engineering. He plays a central role in driving Cook Medical's environmental and sustainability agenda, overseeing the company's ISO 14001

(Environmental Management) and ISO 50001 (Energy Management) certifications. Gavin leads key elements of the "Cook Green Sustainability Program," working to enhance operational efficiency, reduce environmental impact, and promote sustainable practices across the site. His multidisciplinary engineering background and practical leadership have been instrumental in embedding a culture of environmental responsibility and continuous improvement within Cook Medical's operations.

## **Anthony McGarry, Global Director CPS Energy Management, Coca Cola, Ballina**



A distinguished Director of CPS Energy operating out of Coca-Cola's Ballina facility with responsibilities for 19 sites to achieve Net Zero Carbon (Scope1 & 2) by 2030, Anthony has over 25 years of expertise in the energy sector. With an MSc in Energy Management from IT Sligo, where he graduated with first-class honours, Anthony is also a certified energy

auditor with SEAI. His career journey includes roles as an electronics engineer in the computer manufacturing industry and as the owner of his own energy company. He has led energy business development for notable firms such as RPS and Aramark and has provided consultancy services for SEAI across SME & LIEN sectors. Since joining the Coca-Cola Ballina team in 2014, Anthony has been pivotal in driving the company's strategic initiative to achieve Net Zero Carbon Emissions for Scope 1 & 2 by 2030. Throughout his career, he has conducted over 700 energy audits across various sectors. He holds proficiency in ISO 50001, Monitoring & Targeting (M&T), energy efficiency, sustainability, and diverse renewable energy sources including biomethane, hydrogen, wind and wave energy.





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## **Eamon Foley, EHS lead, Astellas Ireland (Kerry)**



With a BSc in Environmental Science, and a Certificate in Health and Safety, Eamonn is current EHS lead for Astellas Ireland (Kerry Plant) based in Killorglin Co. Kerry. He has been at the forefront on implementing key strategic goals on sustainability at Astellas since 2006. Eamonn has helped Astellas decarbonise the built environment,

build climate resilience, promote and protect biodiversity, and embed circular economy principles. He has been instrumental in looking at new and exciting ways to reducing the environmental footprint of the plant by creating closed-loop systems for waste, implementing a water stewardship programme and being the force behind the drive of onsite renewable energy generation.

## **Keynote Speaker**

### **Gary Keegan, CEO, Uppercut**



Gary is the leading high performance advisor for business & sport across a diverse range of industries & sporting associations globally. Gary's experience & achievements are unparalleled. A former Director of the Irish Institute of Sport & High Performance Director with the IABA's High Performance Boxing Programme.

Gary was the driving force behind previously unseen success for Irish teams and athletes on European, World and Olympic stages. Gary formerly sat on the IRFU National Professional Games Board and Chaired Cricket Ireland's High Performance Advisory Group. Gary is currently the Performance Coach to Ireland's Senior Men's Rugby Team and the Cork Senior Men's Hurling Team.

Outside of the sporting arena, Gary works with leading organisations, CEOs & Executive teams, enabling them to develop the same culture of winning that he has achieved with Olympians, professional sports teams, All Ireland & World Champions.

Gary lectured on Leadership, High Performance Systems, and Strategy at the London Business School, Smurfit Business School, and at the Irish Management Institute.

From sports stadiums to the boardroom, Gary's unique thinking on high performance has inspired a culture of excellence in execution that is at the foundation of what Uppercut do. We continue to support, and to learn from, our valued clients for whom we will always be in their corner.

The Mid-West Sustainability Network was formed for CEOs and senior executives in member companies who are tasked with leading their organisations' sustainability strategies.



It was set up to create the space, time, and an environment to support the thinking, reflection, sharing of ideas, best practices, planning, implementation, and attainment of sustainability goals in member companies.

Its purpose is to support Chamber members in their sustainability journeys and in the delivery of their sustainability goals, focusing on four key areas = (S4)



**Waste**



**Water**



**Energy**



**Biodiversity**

Mid-West Sustainability Week is a key initiative in the endeavour to position Shannon and the region as an exemplar contributor to sustainable development.

To BOOK YOUR PLACE at any of the Sustainability Week events, including the S4 Conference, log onto:

[www.shannonchamber.ie/events-training/](http://www.shannonchamber.ie/events-training/)

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