



## **BUSINESS SUPPORTERS: ANNUAL REVIEW 2019**



# All-Ireland Pollinator Plan Business Supporters Annual Review 2019

## Background

An evidence-based guideline document ‘Businesses – actions to help pollinators’ was published in November 2016. It identifies 15 outdoor space actions and 3 additional actions that businesses can take to help pollinators. It includes a flow chart with approximate effort levels and costings for each action to help businesses decide which is right for them. A Technical Appendix and a planting code for professional landscapers are available on the Pollinator Plan website to supplement these business guidelines.

A framework for business supporters was established in November 2016, following publication of the business guidelines. In becoming a business support of the All-Ireland Pollinator Plan, each company agrees:

1. To carry out at least one pollinator-friendly action within the first year of signing up, and to plan to carry out two additional actions within the following five years.
2. To update the Pollinator Plan Team on the positive pollinator actions planned, implemented or maintained each year when contacted, to help us promote that work
3. That your business supports the ethos of the Pollinator Plan

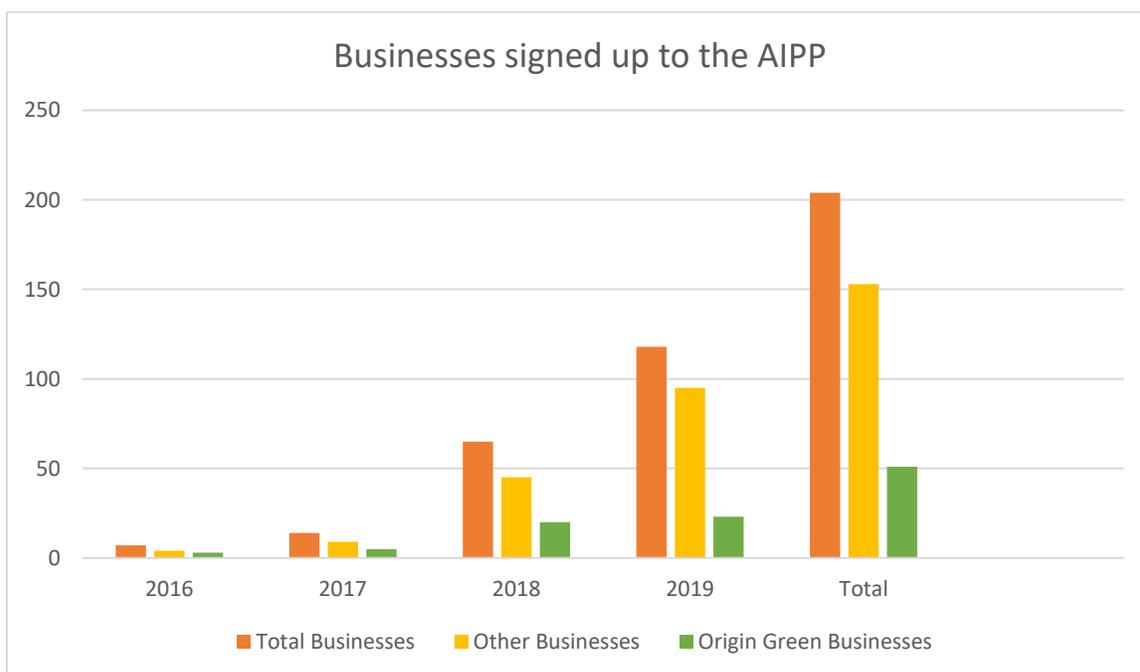
The All-Ireland Pollinator Plan offers a framework to support Corporate Social Responsibility objectives, with the flexibility to choose from a variety of low/no cost actions designed to suit every business type. These can be integrated with Environmental Management Systems, such as ISO 14001:2015. Along with the business benefits that come from supporting the Pollinator Plan, registered companies will receive a certificate of participation, as well as support in developing plans to take pollinator-friendly actions within the business. Once businesses have taken pollinator friendly actions, they may also receive recognition for their work by logging their efforts on the publicly available mapping system, ‘Actions for Pollinators’. Furthermore, commitment to the plan encourages and increases employee engagement through relevant training and events and improves employee health and wellbeing, as well as supporting community engagement and strengthening relationships with local groups.

## 2019 review

Currently, two hundred and four companies of all sizes are supporting the All-Ireland Pollinator Plan 2015-2020 (AIPP) throughout the island of Ireland. The number of businesses signed up to the AIPP is successfully increasing year on year; 7 in 2016, 14 in 2017, 65 in 2018, 118 in 2019. This second Annual Review (2019) gives an update of the action each business is taking to support the AIPP inside and outside their buildings, with their employees and within their local communities.

Bord Bia has worked closely with the National Biodiversity Data Centre to support the implementation of the AIPP through Origin Green. Origin Green is Ireland's national food sustainability programme. It is a voluntary programme led by Bord Bia that brings together farmers, food producers, retailers and food service operators with the common goal of sustainable food production. Support of the AIPP offers businesses multiple benefits, such as demonstration of their sustainability credentials and a way of connecting with customers who care about sustainability.

A sincere thank you to all the businesses who have taken actions to help pollinators and took time to send an update for this Annual Review 2019. It is important that we track the actions taken across Ireland to support our pollinators, so every contribution is of value.



Year	2016	2017	2018	2019	Total
Businesses Signed Up	7	14	65	118	204

	Name of Business	Update of activities to support the All-Ireland Pollinator Plan
1	Abbott Diabetes Care Ireland  	Signed Up April 2017  2019 A new initiative promoting environmental awareness in local schools is the Abbott Donegal ‘Growing Healthy People’ Program. The project which included Abbott providing a greenhouse to a local primary school, focuses on primary school students and aims to teach them about a range of important themes on the environment, nutrition, biodiversity and sustainability. The program hopes to raise awareness among students at a young age on the importance of these topics through STEM-focused education modules in conjunction with practical activities in the greenhouse. The educational modules are designed to be practical and engaging and are delivered during the school academic year by Abbott employees. ‘Growing Healthy People’ has employees from across all Abbott Donegal departments volunteering for the initiative. The volunteers serve as mentors and role models for the students in delivering the program content. The program content has been developed in conjunction with several cross-community representatives including the National Council for Curriculum and Assessment. Due to its success and appeal, this project will be rolled out to further Abbott sites across Ireland by ‘Croí an Óir’, the Abbott volunteering program in Ireland. With the Greenhouse and STEM-focused education modules, Abbott are innovating and leading a collaboration between industry and the education system, resulting in a cooperation in the service of primary pupils, teachers and school communities. The earlier modules begin with the health and wellbeing of the individual then later, extend outwards to the community and its relationship to the environment.
2	ABP  	Signed Up December 2016  2019 ABP Food Group recognises the importance of integrating biodiversity into all stages of its planning and development. The company’s biodiversity strategy is currently focused on the importance of pollinator species including bumblebee, solitary bee and butterfly species. Biodiversity corridors have been set up on all ABP sites which implement pollinator-friendly actions to encourage these insect pollinators to our sites. These actions include growing

	<p>ABP continued</p>	<p>wildflower meadows and constructing bee hotels and butterfly towers. Recent counts have proved these actions to be valuable as there has been a significant increase in the appearance of certain species of butterflies on the ABP Cahir site. Painted Lady (<i>Cynthia cardui</i>) species were previously unrecorded on this site and Speckled Wood (<i>Pararge aegeria</i>) species numbers have increased compared to 2016 records. Formal counts have yet to be carried out on the bee populations of this area, but at a glance the area seems to be supporting healthy numbers.</p> <p>ABP are continuing their dedication to increase support for Irish pollinators by investing in the development of similar biodiversity corridors in the supply chain. ABP understand it is increasingly essential to maintain a healthy and sustainable farm ecosystem, therefore the establishment of biodiversity corridors has been incorporated into their Farm Sustainability Management Program. The first corridor will be located on the R&amp;D farm located in Co. Carlow. This corridor will be developed in accordance with the “5 actions for bee-friendly farming” outlined in the All-Ireland Pollinator Plan.</p>
3	<p>Accenture</p> 	<p>Signed Up June 2017</p> <p>No update provided for 2019.</p>
4	<p>Acheson &amp; Glover</p> 	<p>Signed Up May 2018</p> <p>No update provided for 2019.</p>
5	<p>Adare Manor Resort - Golf</p> 	<p>Signed Up January 2017</p> <p>2019 We have increased the number of bee hives from 6 to 8 and we are planning to increase by 2 more for 2020.</p> <p>We have moved 2 of the hives to an area that has increased ‘foraging’. We have increased our non spray areas around the resort and have continued with the element of hand weeding and non pesticide use in designated areas.</p>

	Adare Manor Resort continued	<p>We contributed to The Village of Adare operation pollinator and we provided wild flowers for an area adjacent to the property.</p> <p>We have consulted with a provider for wildflowers to introduce to a field adjacent to the new hive location.</p>
6	<p>AIB</p> 	<p>Signed Up October 2017</p> <p>2019</p> <p>1) Beehives and our 1<sup>st</sup> Green Roof  AIB's new headquarters opened in March 2019 and has really special full time residents up on the roof. Covered partially with vegetation, our first green roof is helping to create habitats for wildlife and is just the ideal location to place an apiary. With 4 hives, AIB's Molesworth St. population of bees will fluctuate with the seasons, peaking at over 200,000 in the summer months and will of course pollinate plants and make honey.  During 2019, our apiary in Central Park has grown to 8 hives. Our resident beekeeper manages both colonies and in spring 2020 he is planning to move some of the Central Park bees to Molesworth and to have a 50/50 split across both locations.</p> <p>2) AgTech Support  In June, AIB invested in the Yield Lab European AgTech Venture Capital Fund. A fund that will strengthen the sustainable development of Irish agriculture and food production and reduce the contribution of the sector to climate change and environmental pollution. Yield Lab has successfully run its AgTech Accelerator Programme over the past two years, through which it has invested in companies such as Cork-based ApisProtect, whose technology helps commercial beekeepers protect the health of their honey bees.</p>
7	<p>Airmid Natural Irish Skincare</p> 	<p>Signed up May 2019</p> <p>2019  Airmid Natural Irish Skincare are happy to support the All Ireland Pollinator Plan 2015-2020. On our site we have a wildflower garden, herb garden, small orchard and two polytunnels. We make our own compost and collect it from organic farms in the Burren. We have planted a variety of native trees over the years and in 2019 planted 100 whitethorn and blackthorn. In 2020 we will extend our herb garden and plant more bee friendly flowers.</p>

8	<p>Aldi Stores Ireland</p> 	<p>Signed up October 2019</p> <p>2019 Aldi Ireland is delighted to have signed up to the All-Ireland Pollinator Plan. In 2019 we created a Biodiversity and Pollinator Strategy for our business, and we are looking forward to implementing this strategy and sharing an update of our actions in 2020.</p>
9	<p>Allergan Pharmaceuticals Ireland</p> 	<p>Signed up March 2019</p> <p>2019 We introduced a dedicated pollen friendly shrubs and flowers area on our site. In addition, we stopped mowing a designated area on our site. We also promoted the local beekeeping group during our Environmental Week and we supplied wildflower seeds to employees to grow in their own gardens. We will continue with our employee environmental awareness training on site.</p>
10	<p>Alltech Ireland</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
11	<p>Alpha College of English</p> 	<p>Signed up August 2019</p> <p>Alpha College of English joined the All Ireland Pollinator Plan this summer. Already we have converted our outdoor spaces to one section of long-flowering meadow and one section of short-flowering meadow. Students and teachers have worked together with the maintenance team to develop a mowing plan for all our outdoors spaces. We are committed to maintaining the pollinator friendly habitat we already have on one of our sites.</p> <p>Project work is due to begin with both teachers and students working together to look at other ways we can support pollinators in the school and in our local community.</p>

12	<p>An Óige - Irish Youth Hostel Association</p> 	<p>Signed up May 2018</p> <p>No update provided for 2019.</p>
13	<p>Analog Devices International</p> 	<p>Signed up July 2019</p> <p>2019 ADI's Green Team Ireland (a cross-functional group of employees who voluntarily came together to educate, inspire and empower employees around sustainability) have been working with the ADI Facilities team and relevant contractors to implement pollinator friendly actions at our Limerick site.</p> <p>To date we have taken the following pollinator friendly actions</p> <ul style="list-style-type: none"> <li>• We delayed the first cut of lawns to late April to allow dandelions to flower</li> <li>• Identified and protected existing pollinator friendly perennial beds &amp; flowering hedgerows</li> <li>• Created a long flowering meadow area</li> <li>• Changed from traditional bedding with little value for pollinators to pollinator friendly heathers in our ornamental containers</li> <li>• Followed Pollinator Friendly Pest Control Code</li> </ul> <p>ADI's Green Team Ireland together with the facilities team will continue to work together to maintain and increase our pollinator friendly actions and raise awareness of the importance of pollinators and biodiversity in our organisation.</p> <p>Future plans include planting new hedging which will be beneficial to pollinators, creating an ornamental bed with pollinator friendly bulbs &amp; herbs and planting a wild flower bed with commercially bought native seeds mix.</p>
14	<p>Anovocare Nursing Home</p> 	<p>Signed up November 2018</p> <p>No update provided for 2019.</p>

15	<p>Ard na Gaoithe B&amp;B</p> 	<p>Signed up May 2019</p> <p>2019 We have had the best year looking at ways to support pollinators at Ard na Gaoithe.</p> <p>We have increased our native black bees from one hive to two hopefully we will have 4 hives next year. Created a coppice of 19 trees last year which will be extended by 25 trees this year. We will continue to abstain from the use of chemicals in our sites. We left a fallen tree as a habitat for wild life. Our small apple orchard is managed without chemicals. We will continue to grow pollinator friendly plants such as teasel, foxglove, nastursium, borage, anthirinum, herbs, and single varieties of flowers.(moderate weeding is done by hand). We will continue to allow wild areas where grass is not cut. We raised awareness for the need for pollinator friendly planting on our blog at <a href="http://www.capeclearbandb.ie">www.capeclearbandb.ie</a>, on radio na gaeltachta and on documentary by wombat media; it is in our guest information and also verbally to our guests. We will continue to raise awareness at every opportunity. Looking forward to another great year!</p>
16	Ardenode Stud	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>
17	<p>Arlington Lodge Suites</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
18	<p>Arrabawn Co-operative Ltd.</p> 	<p>Signed up November 2016</p> <p>2019 The participation of Arrabawn Co-op in the pollinator plan continues to be supported by all staff. During 2019 we also supported the Nenagh entry for the National Tidy Towns Competition under the ' Nature and Biodiversity in your locality section' with our bee and wildflower garden.</p>

	 <p>Arrabawn Co-operative Ltd. continued</p>	<p>The Tidy Towns entry again received a bronze medal with an increase of 6 marks on the 2018 award.</p> <p>Despite an open invitation to the tidy town adjudicators to visit the bee and wildflower garden they did not as there has been major construction works taking place at the factory.</p> <p>One of our honeybee hives yielded fantastic tasting honey which was enjoyed by many within Arrabawn Co-op. Unfortunately the other hive struggled and needed re-queening (see Arrabawn labelled honey attached).</p> <p>Our wildflower garden continues to thrive and we are considering extending it to the waste water treatment plant when construction works cease.</p> <p>Over the winter period we will be focused on the needs of the honey bee colonies, ensuring they have an adequate supply of food, good shelter and are both happy &amp; content.</p> <p>We look forward to next year's participation in the All Ireland Pollinator Plan, supporting the tidy towns entry, rebuilding our honey bee population and hopefully extending our wildflower garden.</p>
19	<p>Arvato SCM Ireland Limited.</p> 	<p>Signed up May 2018</p> <p>2019</p> <p>Throughout 2019 we have added beehives to our site bringing our total to 7. The late spring and dry summer did not help our bees, but they made it through and are overwintering well now. The bee hotel was constructed using pallets and a fallen tree cut into sections and drilled for solitary bees and other insect life. It has full time residents and we are really pleased that it has worked so well. This is growing month by month and doing well for all insects involved.</p> <p>On-going plans are the stoppage of weed killing sprays and pesticides, the setting aside of some grass, reduce cutting to let it grow and encourage wildflowers. A small test area was successfully planted with wildflowers and this area will now be increased. A selection of large stones and branches was introduced which we now grow moss on and keep a moist wet area available for wildlife. A pollinator friendly meadow mix is what we plan to plant, to include shrubs to maintain structure during die-back time. We hope to keep our bee population strong and hopefully increase our hives again in spring 2020. There are other things we plan to look</p>

	<p>Arvato SCM Ireland Limited. continued</p>	<p>into such as planting rare breed Irish fruit trees, Apple and pear, cooking and eating varieties. This is still in progress</p> <p>The pollinator plan leaflets were distributed among our employees and some other posters showing ways of improving pollination and the use in the home-garden were put up for the employees to read.</p> <p>We do not have a huge area to work with but are trying to do everything we can with the space available while keeping a balance of a "neat appearance" to the front of the buildings.</p> <p>A herb garden is growing at each building and these are getting established at present.</p>
20	<p>Ash Ecology and Environmental Ltd</p> 	<p>Signed up April 2019</p> <p>2019</p> <p>Ash Ecology implemented a series of projects to improve the adjacent grounds for Pollinators. These are ongoing and will be enhanced year on year.</p> <p>1) A half-acre field, previously classified as low diversity 'improved agricultural grassland' has been allowed to develop into a wildflower hay meadow, mown once in late autumn and is slowly increasing in diversity facilitated by its return to a more naturalised state. We look forward to documenting a higher species diversity year on year.</p> <p>2) A large 8m x 6m pond has been created which has become a wildlife haven for both aquatic wildlife and pollinators in general using the native wetland water plants now surrounding the pond such as Willow spp.</p> <p>3) Planting of pollinator friendly plants has been carried out during the past 12 months and will be added to where possible.</p>
21	<p>Astellas Ireland Co Ltd</p> 	<p>Signed up November 2018</p> <p>2019</p> <p>Bee Hotels/Sandbank: Additional habitat for bees have been created on the main site by introducing a sand bank and bee hotels for solitary or mining bees.</p>

	<p>Astellas Ireland Co Ltd continued</p>	<p><b>Bee habitat:</b> Wildflower meadows have been introduced in a number of different areas around the site. These pollinator friendly plants will make for a nice addition to the scenery of Astellas as well as promoting biodiversity.</p> <p><b>Apiary:</b> We are introducing an apiary in May 2020 with the help of Beaufort Beekeepers, who are our local Beekeepers. Starting with only a few Beehives, we hope to introduce more as the years go on.</p> <p><b>Invertebrate habitat:</b> Additional habitat for invertebrate species will be created by providing a deadwood habitat or by installing bug hotels.</p> <p><b>Native orchard planting:</b> Planting a native orchard would not only increase the native biodiversity of the site, but also provide habitat for native fauna species and provide an opportunity for staff members to interact with this area.</p> <p>A significant part of the AICL (KP) site includes a Nature Reserve, which forms part of a designated Special Area of Conservation and Natural Heritage Area (14.6 acres). A plan has also been put in place to trial non-chemical herbicides for the eradication of invasive species such as knotweed and skunk cabbage.</p> <p><b>Public information signs:</b> Some of the existing signs could also be replaced. A description of the area and how important it is. Interactive wildlife guide for schools, which gives information on species and habitats.</p> <p>AICL (KP) took responsibility of the Glannagilligh landfill in 2007 when a sister plant, Klinge Pharma in Killorglin, was divested from the Company. Cleaning up the landfill has led to huge benefits to the local community and environment. While undertaking a study of the landfill, it was discovered that there is Blue-eyed grass present which is an endangered species. We hope to introduce mowing rotations to promote the diversity of grass and wildflower species including blue-eyed grass. We also hope to allow areas of scrub or recolonising bare ground to transition naturally from their current state to woodland.</p>
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22	<p>Balfour Beatty</p> 	<p>Signed up May 2018</p> <p>No update provided for 2019.</p>
23	<p>Ballymaloe Cookery School</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
24	<p>Ballymaloe Foods</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
25	<p>Bandon Co-Op</p> 	<p>Signed up January 2019</p> <p>An update of action taken will be provided in future years.</p>
26	<p>Bee Green Ireland</p> 	<p>Signed up November 2018</p> <p>2019</p> <p>We have installed beehives on urban locations within Dublin and Munster areas thus far as we continue to grow our partnerships, with additional partnerships being formed within the Corporate and University sectors at present and into the coming years. In 2019 we carried out Bee and Biodiversity workshops for businesses and have also visited schools. We will continue this in 2020.</p> <p>We also continue with our environmental awareness with our clients and give guidance and support to introduce steps helping pollinators.</p>

	Bee Green Ireland continued	In 2020 we will be placing bee hotels on some locations approved by our clients.
27	Beeactiv Ltd. 	Signed up January 2017  No update provided for 2019.
28	Belfast Zoological Gardens 	Signed up January 2019  2019 Belfast Zoo continue to support the All Ireland Pollinator Plan with our working hives and insect hotels still being in situ. Protection of pollinator friendly trees and shrubs (i.e. beech, hawthorn, sycamore, willow) around the zoo site continues all year round. During the spring and summer months we planted native wildflowers by the zoo entrance as well as down one side of our car park.  Since joining the All Ireland Pollinator Plan, we have been busy promoting awareness of bees through various zoo events such as Love your Zoo, BIAZA Big Bug Bonanza. In addition, our Zoo Explorers Summer Club (10-12 year olds) met with one of our beekeepers as well as planted seeds in a pot which they could place up a tree or even on a windowsill.  We are currently working on a new project, more about that later.
29	Belview Egg Farm Ltd 	Signed up July 2019  An update of action taken will be provided in future years.
30	Bí Urban 	Signed up April 2019  2019 Helped sign up 10 businesses as supporters of the Pollinator Plan.

31	<p>Blanchardstown Centre</p> 	<p>Signed up March 2018</p> <p>No update provided for 2019.</p>
32	<p>Blarney Castle Estate and Gardens</p> 	<p>Signed up May 2019</p> <p>2019 In Blarney village, the gardens comprise 70 acres of gardens and an adjoining farm. It is most famous for the castle and kissing the Blarney Stone but the gardens are becoming renowned in their own right. This is a unique setting for providing a pollinators paradise! Actions taken for pollinators: Bug hotels in the herbaceous border. Wildflower mixes in walled garden. Wood piles left in the woods. Planting native woodlands. Native black bee hives in the walled garden and bee observation house for visitors. Future Plans: Wildlife island on the lake. Log hives in situ to capture swarms of bees. Native black bee hives in the walled garden. More hives in different areas of the estate. Managing areas in a less manicured, more naturalized manner to provide more habitats for wildlife. Observing and recording wildlife sighted on the estate. Eliminating the use of herbicides and pesticides throughout the estate for the control of weeds and pests. Extending areas of native and non native nectar rich meadows. Maintaining and managing native hedgerows and stone walls. Creating pollinator friendly corridors.</p>
33	<p>Bold Puppy</p> 	<p>Signed up April 2018</p> <p>No update provided for 2019.</p>

34	<p>Boortmalt</p>  	<p>Signed up September 2018</p> <p>No update provided for 2019.</p>
35	<p>Brookfield Farm</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
36	<p>Brookfield Renewable Ireland</p> 	<p>Signed up September 2019</p> <p>2019</p> <p>A key part of the Brookfield inhouse “Green Business Initiative” focuses on the topic of supporting Biodiversity in our natural environment.</p> <p>Brookfield are now in the process of implementing actions across the wind farm sites with the help of the Site Operational Supervisors to help protect the biodiversity on site. The commitment in signing up to the AIPP is as follows;</p> <p>Brookfield’s primary aim is to protect the existing areas of value to pollinators that are already insitu on our wind farm sites. The approach on the wind farms is to allow the natural regeneration of local flora from the existing seedbank following the construction phase however we will be building on this to enhance these areas further for pollinators.</p> <p>Brookfield have committed to leaving existing wildflower strips along access roads/hardstand areas, mowing/strimming outside the flowering season to allow plants to fully flower during the summer, putting up the AIPP signage to increase biodiversity</p>

	<p>Brookfield Renewable Ireland continued</p>	<p>awareness within the business and within local communities. Other simple measures we hope to implement in the future include installing bee hotels, examining pesticide application to see if we can reduce the amount we use and sponsoring signage and All Ireland Pollinator Plan initiatives in communities close to our wind farm sites.</p>
37	<p>Bulmers</p> 	<p>Signed up August 2019</p> <p>2019 165 acres of apple orchard at our site here in Clonmel and the South Tipperary Beekeepers Association have been donated space to keep a number of bee-hives at the site. They have been using to train new bee-keepers for the past number of years. We planted native wildflowers on the southern boundary of our site, adjacent to the Suir Blueway. Next year we would hope to plant further areas with wildflowers, introduce a pollinator-friendly pesticide code, and create some suitable habitat for solitary bees.</p>
38	<p>Bumblebee Flower Farm</p> 	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
39	<p>Burren Nature Sanctuary</p> 	<p>Signed up July 2019</p> <p>2019 Our 10 acre organic wildflower meadow was grazed tightly until end March and then all animals removed. Orchids and wildflowers were abundant. Hay was cut end September and removed from land. Animals back on land 10<sup>th</sup> November to keep the sward tight. Our organic status was renewed for the 20<sup>th</sup> year with IOFGA. Chemicals have never been applied to this land.</p>
40	<p>Butler Community Centre</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>

41	Buttercup Micro Farm	Signed up May 2019  An update of action taken will be provided in future years.
42	Cabra Castle Hotel 	Signed up August 2019  An update of action taken will be provided in future years.
43	Caherbeg Free Range Pork Ltd. 	Signed up May 2018  2019 During the autumn of 2018, we planted 8 acres in Agroforestry using native species. We had a crop of hay from this ground during this year; otherwise there have been no sprays or other human intervention in the area. During <u>A Taste of West Cork Food Festival</u> , I organised a Forest Bathing event (Japanese Shinrin-Yoku) and was fortunate that two of the visitors were a botanist and a horticulturist. They delighted in identifying various edible plants apart from the watercress, mints and meadowsweet which I had already identified. There was much excitement when one of the other visitors identified a Common Blue butterfly. The Cinnabar Moth caterpillars feasted on the ragwort which has appeared in one of the other areas planted with trees in 2018. We planted over 5000 native trees in the autumn of 2018. The orchard has gone wild & overgrown with a superb crop of blackberries & largely inaccessible apples. We also have two areas which have been taken over by self-seeding willow and other grasses etc. For 2020 we plan to plant sunflowers. Even though we didn't plant any of the grasses etc we had planned, the increase in insect life is amazing and welcome. I'm also seeing more of the solitary bees although it could be that I'm just more aware of them. Finally, one of the people on the Forest Bathing walk wrote a blog post with photos which I think give a far better flavour of our small farm: <a href="https://roaringwaterjournal.com/2019/09/08/forest-bathing/">https://roaringwaterjournal.com/2019/09/08/forest-bathing/</a>

44	<p data-bbox="349 199 519 231">Cairn Homes</p> 	<p data-bbox="641 199 982 231">Signed up November 2018</p> <p data-bbox="641 262 706 294">2019</p> <p data-bbox="641 304 1502 766">Cairn Homes continues to support the All Ireland Pollinator Plan 2015-2020 in 2019, with both a general strategy across all developments and site-specific initiatives. Our Oak Park, Naas, development incorporates a new public park that includes 8,000 square metres of woodland, 10,000 square metres of wildflower meadow, 180 metres of green wall, and flood plain enhancement. Also in Naas, our Elsmore development includes 1,300 square metres of wildflower meadow, as well as open grassland detention basins for stormwater attenuation. At Hanover Quay, Dublin Docklands, we have developed a rooftop garden with pollinator-friendly mixed perennial planting beds, along with pollinator-friendly seed matting to inaccessible green roof areas.</p> <p data-bbox="641 808 1502 1113">At Mariavilla in Maynooth, we have included 400 metres of native hedgerows and 15,500 square metres of wildflower meadow. Our Glenheron development in Greystones, Co Wicklow, incorporates 300 metres of green wall, 600 square metres of wildflower meadow, and open grass swales for stormwater attenuation. At both our Edenbrook development in Citywest and our Shackleton development in Lucan, we have established 290 metres of native hedgerow planting in each.</p> <p data-bbox="641 1155 1502 1228">These individual initiatives are bolstered further by our pollinator-friendly strategies across all Cairn schemes. These include:</p> <ul data-bbox="690 1239 1502 1470" style="list-style-type: none"> <li>• Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens</li> <li>• Native tree planting in open spaces and private gardens</li> <li>• Mixed bulb drifts of pollinator-friendly plants</li> <li>• The provision of a packet of pollinator-friendly bulbs and information to every new home owner</li> </ul> <p data-bbox="641 1512 1502 1627">Cairn will continue to meet and surpass the requirements of the All Ireland Pollinator Plan to create a vibrant, healthy natural environment in every development.</p>
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45	<p>Carbery Food Ingredients</p> 	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
46	<p>Cathal O'Meara Landscape Architect</p> 	<p>Signed up January 2019</p> <p>An update of action taken will be provided in future years.</p>
47	<p>Celtic Anglian Water Ltd</p> 	<p>Signed up May 2019</p> <p>2019 Celtic Anglian Water continue to support the All Ireland Pollinator Plan 2015-2020. Since joining early this year we have used the guides provided to help promote pollinator activity onsite. Deferring our wild grass land cut till later in the season, the installation of a bee hotel and a companywide programme where employees were supplied with wild flower seed for their own gardens.</p>
48	<p>Claremorris Free Range Eggs</p> 	<p>Signed up April 2018</p> <p>No update provided for 2019.</p>
49	<p>Clinic na gCapall</p> 	<p>Signed up June 2019</p> <p>2019 Clinic na gCapall and Triall Teoranta officially joined the All-Ireland Pollinator Plan as business supporters this year. We have been taking some pollinator friendly actions since 2015 on the site but</p>

	Clinic na gCapall continued	<p>have become much more focused on exactly what we need to be doing since signing up.</p> <p>We have created a wildflower meadow of 900sqm within the site which is mowed and lifted once/year at the end of the season. A sign has been erected on it and we get enquiries from clients visiting the site about the meadow.</p> <p>Some of our staff have had a one-to-one tutorial on the full plan, we aim to reach everyone by the end of the upcoming year.</p> <p>A couple of years ago we planted a native hedgerow, 50m long, with flowering shrubs and trees to provide nesting habitat for birds as well as to provide a food supply for both pollinators and birds.</p> <p>We have planted 4 'formal' beds with pollinator friendly plants and bulbs. Pesticide use of any kind has been eliminated completely.</p> <p>We have submitted records of pollinators at random to the NBDC, perhaps this will increase as staff become more engaged with the plan. Apart from the benefits to our environment, the All-Ireland Pollinator Plan has resulted in our workplace being a much more pleasant enjoyable place for staff and clients.</p>
50	<p>Clóna Dairy Products Ltd</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
51	<p>Clondanagh Cottage &amp; Farm</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
52	<p>Compsey Creamery</p> 	<p>Signed up October 2019</p> <p>An update of action taken will be provided in future years.</p>

53	<p>Conroy Crowe Kelly Architects and Urban Designers</p> <p>CONROY CROWE KELLY Architects &amp; Urban Designers</p>	<p>Signed up December 2018</p> <p>2019</p> <p>We have sought and obtained planning permission for a number of large scale residential and mixed-use developments in 2019. We work with the Landscape Consultants and Engineers to tweak their landscape design and planting layout to introduce more pollinator-friendly species, to include wildflower meadows and verges, and to preserve existing hedgerows and trees where possible.</p> <p>In one of our new developments, we are donating lots of spring and summer bulbs to the local primary school for their school garden, and are providing each classroom with printed, bound and laminated guidebooks and posters downloaded from the All-Ireland Pollinator Plan.</p> <p>And lots of us in the office have been planting crocus, snowdrops and aliums like maniacs in our own gardens - big thanks to Peter Cuthbert for giving us a push into action!</p> <p>We have shared information about bee-friendly planting and landscape maintenance regimes with our clients, design team consultants and our own colleagues and staff.</p> <p>Peter Cuthbert Horticultural Services has advised us on the best way we, as architects and urban designers, can help, and we look forward to doubling our efforts in 2020.</p>
54	<p>Cool Planet Experience</p> 	<p>Signed up July 2018</p> <p>No update provided for 2019.</p>
55	<p>Country Crest</p>  	<p>Signed up December 2016</p> <p>2019</p> <p>Our Apiary now is increased into 5 productive hives.</p> <p>We continue to use a reduced mowing regime in our heritage orchard.</p> <p>We continue to plant some old native Irish apple trees on site.</p> <p>We have introduced a 3 year plan for hedge trimming on large areas of our farm, this is a significant step for us.</p> <p>We continue to sow and plant different areas with native wildflower seed and plants.</p>

56	<p>Dawn Farm Foods</p>  	<p>Signed Up September 2018</p> <p>2019</p> <p>Our goal is to adopt an holistic approach to the All- Ireland Pollinator plan to make an impact on site, in the community and if possible in the homes of our staff. We have completed the programme with the Men’s Shed group in Naas and a defibrillator is in place for the Rathasker Road community. In return, we received 45 beautifully handcrafted Bee Hotels and 53 Bird Houses built from waste pallet wood which now sit proudly in gardens all over Naas and surrounding areas. This was a very well received project which we will look to develop again in 2020.</p> <p>We have two designated Pollinator areas on our site. The larger area (0.4 of acre) is close to our wastewater treatment plant and has been allowed develop for over two years. This is due a progress review in Spring 2020. The second area is a small decorative area at the back of our offices. Here we replaced a large unattractive and non-pollinator friendly bush with a selection of plants that will in time grow to be an attractive bee friendly space.</p>
57	<p>Dawn Meats Carroll Cross</p>  	<p>Signed up June 2019</p> <p>2019</p> <p>As relatively new members to the Pollinator Plan, Dawn Meats Carrolls Cross noticed great improvements in the number of pollinators onsite in 2019.</p> <p>After carrying out a number of small projects from the “Actions to help pollinators” appendix, in our onsite Integrated constructed wetlands (ICW), clear benefits were seen within weeks.</p> <p>Our pollinator friendly actions which were carried out in 2019 included the below;</p> <ul style="list-style-type: none"> <li>• Elimination of use of pesticides &amp; herbicides in our ICW.</li> <li>• A reduction of grass &amp; path cutting.</li> <li>• Long flowering meadows were established - with a large portion of both red &amp; white clover dominating areas.</li> <li>• Two bee hotels were installed within the ICW. It was noted that several small hotels are preferable to one large hotel, to reduce disease spread.</li> </ul> <p>Overall, increased awareness around the importance of helping &amp; maintaining pollinators in our local ecosystems was achieved. Dawn Meats Carrolls Cross is looking forward to carrying out</p>

	Dawn Meats Carroll Cross continued	several more actions in 2020 and is hoping to roll the plan out to all group sites within Dawn Meats.
58	Deaton Lysaght Architects 	Signed up February 2019  An update of action taken will be provided in future years.
59	DePuy Synthes 	Signed up December 2018  No update provided for 2019.
60	Diageo Ireland - St James' Gate Brewery 	Signed up September 2019  2019 Planted 2000 wildflower seed packs. We planted up 200sq meters with native wild flower seeds for bees. The site is on Victoria quay adjacent to the Brewhouse which is the large black square building that can be seen from the liffey at Victoria quay. The idea is to plant up another site beside this in the spring or next autumn. We had a good number of employees helping with the planting on the day and now we are buying bee hotels to add to the area.
61	Down Business Centre 	Signed up June 2019  An update of action taken will be provided in future years.
62	Doyle Farm	Signed up May 2019  An update of action taken will be provided in future years.
63	Dublin Airport 	Signed up August 2018  2019 We planted summer wildflower meadow mixtures in different areas around the airport campus to attract bees, butterflies and other wildlife; this included poppies, cornflowers, sunflowers, marigolds, cosmos and alyssum to name a few. This autumn we have also sown seeds around the campus with spring flowering wildflowers. Areas planted with wildflower this year include a site

	<p>Dublin Airport continued</p>	<p>by car hire, a site near our staff green car park and an area of our gardener's base. We also have our own polytunnels and nurseries here on-site in the Gardening Section, potting up to approximately 40,000 plants annually.</p> <p>Our bees located on Dublin Airport lands continue to thrive, and honey from the bee hives is available for passengers to buy exclusively in Terminal 1 at the airport. The 250,000 bees who live and work in the airport apiary feed on nearby wild plants such as clover, blackberry, and hawthorn.</p> <p>Looking forward to 2020, in the spring time we plan to sow more areas with summer wildflowers, re-using pollinator-friendly bulbs that are currently planted in pots and transferring them to woodland areas. We are planning to expand our wildflower initiative around the airport along with expanding our bee colony. Additionally, we plan on adding more bug hotels in areas around the campus, which will be made by our carpenters.</p>
64	<p>Dublin City Gin Company</p>  	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
65	<p>Dundrum Town Centre</p> 	<p>Signed up February 2017</p> <p>2019 Dundrum Town Centre has added to its' apiary by adding a 7<sup>th</sup> hive in 2019. Our bees produced a whopping 50kgs of honey this year which will once again be shared among the staff here. We have added to our gardens by creating another pollinator friendly area at the Tesco roundabout. This measures around 50m<sup>2</sup> and consists of hundreds of bee friendly plants, 2 new bug hotels</p>

	Dundrum Town Centre continued	and some bird boxes. We have plans to install another living wall inside the centre to increase the plant life indoors.
66	<p>Ecoseeds</p> 	<p>Signed up 2016</p> <p>No update provided for 2019.</p>
67	<p>Elavon</p> 	<p>Signed up April 2017</p> <p>2019</p> <p>We built another raised bed using recycled wood close to our pond area in which we planted bee friendly flowers; the other raised bed with lavender and rosemary, thyme is thriving and the bees are visiting.</p> <p>We continue to retain the wild area around the grounds as they contain wild flowers, hedgerows &amp; blackberry plants that are attractive to bees. We also have old stone walls that are hopefully providing shelter and homes for some of our bee population. We plan in Spring to plant wild flowers seeds on a patch of ground near our building.</p> <p>In 2020 a local secondary school are working on ceramics to support your Pollinator plan and they are going to give them to us to dot around our site.</p> <p>We also have a Green Notice board on site with information about pollination, recycling etc. to build ongoing awareness.</p>
68	<p>Elmpark Green</p> 	<p>Signed up February 2019</p> <p>2019</p> <p>Elmpark Green is an award winning commercial and residential development situated in a prime location off the Merrion Road in Dublin 4. Elmpark Green is an energy conserving site which boasts a remarkably low environmental footprint. The newly completed Seamark building was awarded with a LEED Platinum rating.</p> <p>It was a logical step for us to continue the theme and create a wildflower garden which supports the pollinators, birds and insects. We identified an area of .2 acres in Elmpark Green which</p>

	Elmpark Green continued	<p>we have converted into a wildflower garden in May 2019. We installed pollinator friendly flowering heathers, shrubs, perennials and fruit trees selected to provide food for pollinators throughout the year. In addition, we installed bug hotels, bee mounds and bee, bat and bird boxes to provide a habitat and nesting materials for birds and insects. We also installed a seating pod and educational signage throughout the garden so that the residents and employees of Elmpark Green can educate themselves on our ecosystem and relax and enjoy the garden.</p> <p>It is our intention to monitor on an ongoing basis how healthy our ecosystem is, we have installed fruit trees as these are a good indicator of how healthy our pollinators are. We shall continue to identify areas that are suitable for pollinators and are working with our landscapers to implement the pollinator plan across other parts of the site. We have also reduced the number of times the grass is cut in other landscaped area throughout the campus.</p>
69	<p>Encirc Ltd</p> 	<p>Signed up September 2018</p> <p>No update provided for 2019.</p>
70	<p>Enniscorthy Enterprise &amp; Technology Centre</p> 	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>
71	<p>Envirico</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
72	<p>Facebook Data Centre Clonee</p> 	<p>Signed up July 2018</p> <p>2019</p> <p>Our Beehives continue to thrive and we are continuing to plant a wide variety of new native plants while also being mindful of protecting the existing flora and fauna.</p>

73	<p>Fairyhouse Steel</p> 	<p>Signed up July 2018</p> <p>2019</p> <p>Fairyhouse Steel continue to support the All Ireland Pollinator Plan 2015-2020. Our on site Bee Hotel, insect and bird boxes remain in place. In 2019 we introduced a project with two local schools where we supplied wildflower seeds to students to grow in their own gardens.</p> <p>We also continue with our employee environmental awareness training on site.</p> <p>This year we have completed an on site audit of flora and are undertaking a planting programme from 2020-2025 to increase our biodiversity of pollinator friendly trees and shrubs.</p>
74	<p>Faith Wilson Ecological Consultant</p> 	<p>Signed up February 2019</p> <p>An update of action taken will be provided in future years.</p>
75	<p>Farmhand</p> 	<p>Signed up November 2018</p> <p>2019</p> <p>We have had a honeybee hive on site for 8 years now.</p> <p>We planted almost 2 acres with pollinator-friendly wildflower seed which produced a nice crop in July &amp; August, providing refuge and sustenance for a huge number and variety of pollinators.</p>
76	<p>Finnegans Farm</p>  	<p>Signed up January 2018</p> <p>2019</p> <p>In collaboration with a local beekeeper, we erected 6 beehives on the farm. The beekeeper makes the beehives himself and breeds his own bees. His beehives are collapsible and can be moved from to different locations to avail of the best foodsource. This year they have been located near cereals, grass and cabbage fields and wooded areas throughout the year.</p> <p>We have reduced the mowing of our grassland and the cutting of our hedgerows to provide a habitat for beneficial insects which help with natural pest control.</p>

	<p>Finnegans Farm continued</p>	<p>We have created an environmentally friendly area beside Balrath Woods which borders our farm, where we position our beehives close to the woodland and flowering meadow.</p> <p>On our FarmFest open day we invited along a local Bee Keeper to bring along his Bee Observation Hive to educate us on the fascinating life of the Honey Bee. We also gave our free packets of wildflowers to the public encouraging them to go home and plant them in their own gardens. We also had our insect motels on display on our FarmFest day too displaying how the public could easily make one of their own at home in their own garden.</p>
77	<p>Folens Publishers</p> 	<p>Signed up January 2019</p> <p>2019</p> <p>With the Bee at the centre of our corporate identity, we are delighted to continue our support of the All Ireland Pollinator Plan. We have done several different things as part of our support.</p> <p>In Spring 2019 two areas were put aside, in our Dublin Headquarters, for the planting of pollinator-friendly plants. A mixture of perennials was chosen including lavatera, kniphofia and geraniums. These planting areas continue to be maintained and we have erected signs on the walls that explain to passers-by the plants included and why we chose them.</p> <p>For National Biodiversity Week in May we created an outdoors activity for children to do with their parents or teachers. The activity was included in the Irish Examiner supplement and linked in with our SESE programme Explorers. We also commissioned a special feature for Explorers, a Primary school programme for Junior Infants to Second Class, that references the All Ireland Pollinator Plan.</p> <p>Finally, for two of this year's Christmas Annuals, Siamsa and Sonas, we collaborated with the Biodiversity team in order to feature content from the Junior All Ireland Pollinator Plan.</p> <p>Throughout the year we helped to raise awareness of bee &amp; pollinator friendly thinking in gardens, schools and parks through our voice in all the schools in Ireland.</p>

78	<p>Fota Island Resort – Golf</p> 	<p>Signed up January 2019</p> <p>An update of action taken will be provided in future years.</p>
79	<p>FP McCann Ltd.</p> 	<p>Signed up June 2018</p> <p>No update provided for 2019.</p>
80	<p>Fruit Hill Farm</p> 	<p>Signed up February 2019</p> <p>An update of action taken will be provided in future years.</p>
81	<p>GAA National Games Development Centre</p> 	<p>Signed up July 2018</p> <p>2019 GAA National Games Development Centre on the National Sports Campus rotavated an area and sowed wild flower seeds. In addition rambling roses and honeysuckle was planted along bordering fence. The remaining area was allowed grow all year until late Autumn when it was mowed.</p>
82	<p>Gannon Homes</p> 	<p>Signed up October 2018</p> <p>We at GANNON HOMES, are proud to continue to make conscious steps to improve wildlife within our local environment by continuing to adopt the principles of the All-Ireland Pollinator Plan for businesses.</p> <p>In Clongriffin Town, right now, winter bedding displays are being prepared, which will now include 1,000 crocuses bulbs, along with</p>

	<p>Gannon Homes continued</p>	<p>Rudbekia and Nepata perennials creating a year-round food source for our resident pollinators. Adjacent to our Town Square we have designated two large areas of grass that is currently being tilled for wildflower seeding, which will be a high profile and engaging pollinator habitat, right in the centre of our Town, accessible to all residents. This year we curtailed intensive landscaping management around the Towns feature Attenuation Pond, where wildflowers proliferated alongside wilder marsh areas along the Railway Line and estuary beyond. We will now build on this success, which will hopefully lead to a wildflower display in Summer time!</p> <p>We also updated our signage around the town to new metal signs for longevity.</p>
83	<p>Genovese Foods</p> <p><b>Genovese</b></p> 	<p>Signed up March 2017</p> <p>No update provided for 2019.</p>
84	<p>Glanbia Consumer Foods</p>  	<p>Signed up November 2017</p> <p>No update provided for 2019.</p>

85	<p style="text-align: center;">Glenisk</p>  	<p>Signed up September 2018</p> <p>2019</p> <p>As well as installing hives at the production plant, Glenisk launched a farm-led bees initiative this year, funding the installation of hives on several Organic dairy farms nationwide and training farmers in beekeeping. This empowers our suppliers to be their own makers of change, encouraging biodiversity on their individual farms while supporting the broader ecosystem.</p> <p>Glenisk plans to continue this programme throughout 2020 in addition to a large-scale reforestation project, including the replanting of the local Glenisk Woods. Replanting this forest is an ambitious but necessary project to help promote biodiversity and reinvigorate an area of distinctive natural beauty. The woodland will be certified organic.</p>
86	<p style="text-align: center;">Grantstown Nurseries Ltd</p> 	<p>Signed up March 2019</p> <p>2019</p> <p><u>Protecting areas of existing importance to pollinators</u></p> <p>A site survey in March 2019 revealed our site to have a large pollinator-friendly plant diversity (40+ wild species) and 11 sites with potential importance to pollinators for food and shelter. We used this information to map these areas and introduce protection measures such as three-year hedgerow cutting rotation and long flowering meadow strips.</p> <p><u>Long flowering meadow strips</u></p> <p>We have designated several areas on the perimeters of our glasshouses and hedgerows as long flowering meadow strips for flora and nesting resources for pollinators. These areas are already rich in tufted vetch, red clover, white clover, birds foot trefoil, dandelion, and other species.</p> <p><u>Reduced mowing regime</u></p> <p>The area surrounding our water storage tanks is rich in native flora. We have introduced a pollinator-friendly cutting regime (every six weeks) to allow these plants to flower over a longer season. On our lawns, which we maintain more frequently, we have reduced the height of cut to allow low growing legumes like white clover and early flowers like dandelion.</p> <p><u>Pollinator-friendly flower borders</u></p> <p>In April, we designed and planted a series of large borders adjacent to our tomato packhouse. We planted 200 plants in total, including the following varieties: Verbena bonariensis, Salvia 'Caradonna,'</p>

	Grantstown Nurseries Ltd continued	Geranium 'Johnsons Blue, Sedum 'Autumn Joy, and Nepeta '6 Hill Giant'. Staff and visitors alike enjoyed impressive flora display and abundance of butterflies over the summer months.
87	Granville EcoPark Limited  	Signed up July 2018  2019 Since creating our onsite "Bee Garden" at Granville EcoPark last year, the space has truly flourished.  Our long-flowering meadow seeds (Action 3) and pollinator friendly tulip bulbs (Action 6) have bloomed, plus we have created a raised flower & herb bed (Action 8) by upcycling old pallets and delivery boxes.  Our small Bee hotel/B&B (Action 13) and bee baths are being utilised and we also now have a sitting area for employees to enjoy the garden. This furniture was created by recycling delivery boxes & empty electrical spool reels.  We were thrilled to have a case study completed on our garden in September and look forward to the up keep of our Wildflower Meadow and pollinator support in the months ahead.
88	Greencoup Ltd/Karma  	Signed up October 2019  An update of action taken will be provided in future years.
89	Griffins Garden Centre Ltd  	Signed up June 2019  An update of action taken will be provided in future years.
90	GUI National Golf Academy   GUI NATIONAL GOLF ACADEMY at Carton House	Signed up January 2019  An update of action taken will be provided in future years.

91	<p>Gunn Lennon Fabrications Ltd</p> 	<p>Signed up March 2019</p> <p>2019 Our current actions include reduction in mowing, eliminating use of herbicides, creating a pollinator friendly flower bed – work in progress.</p> <p>Actions for 2020 will probably be Installing a bee hotel and planting pollinator friendly containers / planters.</p>
92	<p>Hawthorn Nurseries &amp; Landscaping Ltd</p> 	<p>Signed up March 2019</p> <p>2019 Shannonbridge Roundabout, Limerick – with Limerick Self Storage, wild flower &amp; pollinator friendly planting.</p> <p>Spanish Point, Co. Clare – with Spanish Point Community Group, installation of bee hotel and wild flower planting.</p> <p>St. Ann’s School, Ennis, Co. Clare – wild flower garden.</p> <p>Lufthansa Technik Campus, Shannon, Co. Clare – installation of pollinator friendly entrance planting.</p> <p>We have also created wild flower plantings in many residential landscape jobs in the mid west.</p>
93	<p>Heineken Ireland</p>  	<p>Signed up October 2019</p> <p>2019 We have developed an on-site Biodiversity Garden at our brewery in Cork city that is just starting to show first blossoms and we will continue to develop the space with tree planting and bee hotels later in the year. We have conducted biodiversity workshops with our employees supplying wild flower seeds and creating bug hotels for them to use in their own homes. Outside of the organisation, we have worked with the Social Enterprise Field of Dreams to plant 500 meters of bank at their facilities in Curaheen, Cork.</p> <p>Next year, we plan on completing an on-site audit to maximize space that can be developed to increase our biodiversity of pollinator friendly trees and shrubs.</p>

94	<p>Helsinn Birex Pharmaceuticals</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
95	<p>Horticulture Consultants Ireland Ltd</p>	<p>Signed up February 2019</p> <p>An update of action taken will be provided in future years.</p>
96	<p>Icon Clinical Research</p> 	<p>Signed up June 2018</p> <p>No update provided for 2019.</p>
97	<p>Intel Ireland</p> 	<p>Signed up in 2016</p> <p>2019 Pride of place winners that Intel sponsor such as Rockfield Residents Association are developing a pollinator-friendly garden which will act as a sanctuary for a range of visiting wildlife and insects. Some of its features of the garden include a bee hotel and a wild meadow providing pollinator friendly planting and habitats. Leixlip Tidy Towns winners are developing a Leixlip Biodiversity Trail which aims to illustrate the abundance of rich and wonderful biodiversity, both man-made and naturally occurring, raising awareness of pollinators.</p> <p>In 2019 we continued to develop our biodiversity program. We engaged with staff and based on the interest level we established a Biodiversity Network Group. The group is made up of over 100 employees from across the site who meet once a quarter to brainstorm ideas on how to improve biodiversity onsite and at home whether it big or small.</p> <p>In May, as part of World Bee Day Intel hosted a workshop on site the North Kildare biodiversity group. As part of the workshop, attendees also had the opportunity to learn more about how Intel technology, which is being developed here in Ireland, is playing an important role in protecting the honey bee. ApisProtect, an Irish agritech innovator, deploys Internet of Things (IoT) technology to monitor the health of honey bees and they explained how they have developed a solution which reduces bee colony loss, improves the yield of commercial beekeeping and makes apiaries,</p>

	<p>Intel Ireland continued</p>	<p>sometimes known as ‘bee yards’, much easier to manage using Intel’s Movidus technology.</p> <p>We reduced the use of pesticides on site from four times a year to twice a year and we have implemented a racking system for all actions taken.</p>
98	<p>Ireland Beeswax Wraps</p>  <p>Ireland Beeswax Wraps</p>	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
99&100	<p>Irish Country Meats Camolin &amp; Navan</p> 	<p>Signed up January 2019</p> <p>An update of action taken will be provided in future years.</p>
101	<p>Irish Distillers Limited</p> 	<p>Signed up November 2018</p> <p>No update provided for 2019.</p>
102	<p>Irish National Stud &amp; Gardens</p> 	<p>Signed up May 2018</p> <p>No update provided for 2019.</p>
103	<p>Irish Register of Herbalists</p> 	<p>Signed up September 2018</p> <p>No update provided for 2019.</p>

104	<p>ISME Ltd</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
105	<p>Janssen Supply Chain Ireland</p> 	<p>Signed up March 2018</p> <p>2019 Janssen Sciences had a very busy year onsite in relation to our Bio-Diversity program. 2019 saw the installation of our Apiary and in partnership with both a local Beekeeper and onsite enthusiasts, the first produce of honey was harvested in October and sold in our onsite canteen with proceeds going to charity.</p> <p>We also designed and installed 3 large bug hotels and presented on our biodiversity program during a recent family open day. We installed a new biodiversity noticeboard which gets updated regularly by the newly formed onsite biodiversity team and our Local Beekeeper. Since the construction barriers have been removed the onsite Irish Hare population have returned to more familiar surroundings and are thriving.</p> <p>The onsite team is looking to expand this program further in 2020 both onsite and across J&amp;J Campus Ireland.</p>
106	<p>JLL Ireland</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
107	<p>John Doyle Funeral Director &amp; Publican</p>	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>
108	<p>Joseph Brennan Bakeries</p> 	<p>Signed up October 2019</p> <p>An update of action taken will be provided in future years.</p>

109	<p>KARE</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
110	<p>Keelings Farms</p> 	<p>Signed up July 2019</p> <p>Keelings company has been using any occasion to highlight the concerns around pollinator threats we, as a country, are facing. We have spread the word through Live National Broadcasts on Ireland AM, Using Sensory tunnels in Bloom, providing many Presentations at different events highlighting the importance of Wildflower and Pollinators.</p> <p>We have sent out Public Messages on the importance of Pollinators and there habits where Both adults and kids alike can learn lots of facts about Bees from interactive bee displays etc.</p> <p>Bees are extremely exciting and important to us here in Keelings farm and want to share this with everyone. As a business we have set up Large Areas of Wildflower to support our wild pollinators and beneficial insects. We work and sustain 330,000 BUMBLE BEES. In the Last 4 years we introduced and sustained c. 2,500,000 HONEY BEES on the farm. We have adopted a no mow policy along our verges. We have official preservation areas on the farm. All of our plants in Keelings rely on pollinators.</p>
111	<p>Kennedy Wilson residential – Clancy Quay &amp; Sandford Lodge</p> 	<p>Signed up August 2019</p> <p>An update of action taken will be provided in future years.</p>
112	<p>Kia Ora Mini Farm Ltd</p> 	<p>Signed up July 2018</p> <p>No update provided for 2019.</p>

113	<p>Kilsaran International</p> 	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
114	<p>Kinahans Whiskey</p>  	<p>Signed up September 2018</p> <p>No update provided for 2019.</p>
115	<p>Kinsale Mead Co</p>  	<p>Signed up March 2019</p> <p>2019 Quick background – We make Mead, fermented from honey and fruit, wine strength at 4,000 sqft facility in Kinsale and we do tours and tastings at the meadery, a mixture of mead history, bee history in Ireland, bee and honey education, honey tasting, making of mead and finishing with mead tasting.</p> <p>We created a pollinator action plan display using large A2 blow ups of some of the pollinator pack sheets we received from you and placed these in our tasting room for all our visitors to see as well as leaving out the information pollinator action plan leaflets for visitors to take away on what they can do in their home, community or business. These have proved very popular.</p> <p>We created a large bee and wildflower wall mural for visitors to see during our honey tasting part of the tour and use both to educate people on the challenges our honey bees are facing. We get a lot of beekeepers visiting us from many parts of the world so it has been an education for us as well on their challenges. The tasting of unique raw honey types as part of our tour is also a real eye opener</p>

	Kinsale Mead Co continued	<p>for most people who mostly have never had real honey. We also sell some local honey from a beekeeper in Ring, Clonakilty who has also been educating us over the last year on life cycle of the honey bee.</p> <p>Outside the meadery, we have planted a small wildflower space with help of Permaculture student from Kinsale college and hope to expand this in 2020 and use it as further part of our tour and education.</p>
116	<p>KRA Renewables</p> 	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
117	<p>KSG Catering Ltd</p>  	<p>Signed up June 2018</p> <p>No update provided for 2019.</p>
118	<p>L. Mulligan Grocer</p> <p><b>L . MULLIGAN . GROCER .</b></p>	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
119	<p>Lakeland Dairies Bailieborough</p> 	<p>Signed up June 2019</p> <p>2019 Lakeland Dairies, Bailieborough, is hugely proactive in managing our environmental performance, protecting our environmental heritage and ensuring long term sustainability of our business. In 2019, after joining the All-Ireland Pollinator Plan we established our Ecological Enhancement and Conservation Plan to;</p>

	Lakeland Dairies Bailieborough continued	<p>Ensure the reliability of supply chains dependent on animal pollinated crops, Fulfilment of environmental management systems, Coordination with Bord Bia Origin Green Programme and to; Demonstrate our sustainability credentials to consumers.</p> <p>This year we installed a large pollinator friendly wildflower meadow on-site and have included bee boxes, butterfly houses and bug hotels. This site promotes a suitable habitat for the various invertebrates that will be attracted to the wildflowers.</p> <p>We have also installed 2 bee hives on-site which will be monitored regularly by our trained staff. 40 pollinator friendly trees have also been set alongside the river we have on-site. These trees will provide the first available food for pollinators in the spring. Biodiversity reports have been completed on a river and wetland that we have on-site which included bird and mammal surveys. This provides us with an in-depth inventory of the various wildlife we have on-site.</p> <p>Our plans for the upcoming years are to include our milk suppliers by advising them on pollinator friendly practices they can adopt at farm level. We will also continue to protect and manage our unique habitats on-site i.e. Wetlands &amp; Forestry which are home to a wide range of birds, mammals and invertebrates.</p>
120	Landmark Designs Ltd	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
121	<p>Leinster Honey</p> 	<p>Signed up December 2018</p> <p>No update provided for 2019.</p>
122	<p>Lidl Ireland</p> 	<p>Signed up September 2018</p> <p>2019</p> <p>We at Lidl have been busy as a bee looking at ways to make our operations more supportive to the biodiversity that ensures our business success. We consider bees to be an essential part of our team in producing food. As part of our A Better Tomorrow sustainability strategy and Origin Green commitments we have</p>

	<p>Lidl Ireland continued</p> 	<p>signed up to the All-Ireland Pollinator Plan. Some steps that were taken here at Lidl include:</p> <ol style="list-style-type: none"> <li>1) Promote our bee friendly pollinator plant range, which are particularly attractive to pollinators such as Lavender.</li> <li>2) We have ensured that there are no pesticides which are harmful to pollinators on our bee friendly plant range.</li> <li>3) Installed insect hotels and pollinator friendly plants at our head office in Dublin and new distribution facility in Newbridge Kildare.</li> <li>4) This Newbridge site will have bee hives, 9,390 sq.m wildflower meadow, 9,960 sq.m. woodland area with 4,422 native trees and 600 shrubs native to Ireland. The site also has the largest solar panel field in Ireland on its roof.</li> <li>5) 'Published Plants and Flowers' and 'Timber and Wood Based Products' policy papers.</li> </ol> <p>One example of actions already underway is Lidl's policy concerning plant protection product residues (also known as pesticides), which indicates that our fruit and vegetables may contain no more than one third of the maximum level permitted by EU law. Our suppliers work hard to meet these requirements and also to expand our organic options for customers. We are looking forward to furthering our actions to support biodiversity across Ireland in 2020.</p>
123	Limerick Self Storage	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
124	<p>Lismore Food Company</p>  	<p>Signed up May 2017</p> <p>No update provided for 2019.</p>

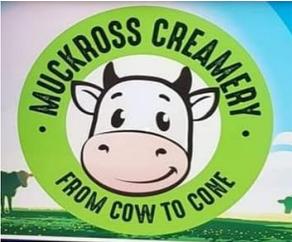
125	<p>Little Green Growers</p> 	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>
126	<p>Lottie Dolls</p> 	<p>Signed up July 2017</p> <p>No update provided for 2019.</p>
127	<p>Machado Men's Grooming</p> 	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
128	<p>Mattest</p> 	<p>Signed up September 2018</p> <p>2019</p> <p>In 2019 Mattest invested in the purchase of copies of The Dublin Naturalist' Field Club Butterflies of Ireland ID chart. These charts have been an instrumental educational tools during site audit visits and raising awareness of the importance of butterflies as pollinators. For 2020 Mattest will continue to support the All-Ireland Pollinator Plan by raising awareness of pollinator species for employees.</p>
129	<p>McAuliffe Pig Farms</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>

130	<p>McAuliffe Trucking Ltd</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
131	<p>McBride Fishing</p> 	<p>Signed up September 2019</p> <p>Mc Bride Fishing have recently signed up and are in the process of making Bee Hotels, we plan to have these created and put in place by St. Patrick's Day 2020.</p>
132	<p>McCormack Family Farms</p>  	<p>Signed up November 2018</p> <p>No update provided for 2019.</p>
133	<p>McGill Environmental Systems</p> 	<p>Signed up January 2019</p> <p>2019</p> <p>Prior to 2019 we used to spray either side of the driveway up to our site and some of the boundary fence areas with weed killer to control the growth. From 2019 we committed to stop this practice.</p> <p>We planted native wildflower seeds along the driveway and the roads surrounding the facility. The seeds didn't take very well, but we left the 'weeds' to grow and go to seed, which has provided food and cover for wild birds and habitat for pollinators.</p> <p>We have ordered two 'Let it Bee' hives, which we hope will be delivered in late 2019. These will be placed on an undisturbed area of land on our site and will provide a permanent habitat for honey bees, without the need to disturb the hives (or the bees).</p>

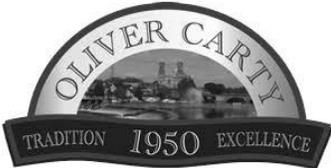
134	<p>Meade Potato Company</p>  	<p>Signed up May 2018</p> <p>2019</p> <p><u>HIVE REPORT:</u></p> <p>At the beginning of the 2019 season our beekeeper Ken Boyle had 12 hives in residence at the Meade farm, all of which had thrived. Unfortunately, during the wet spell at the start of June, two hives were lost to badly mated queens and three were lost to wasp attacks which were prevalent across the board in all Ken's sites. Hive count at the close of the season is 7.</p> <p>Going forward we hope to have 10 to 12 hives, but this number may vary depending on forage around them. Last year there was an abundance of oil seed rape close by and they were able to build up very strong colonies. This year they were only able to forage wild flowers so their build up was slower and not as strong. Weather is another contributing factor and bad weather at a few critical times this year didn't help their development. The existing colonies are strong, and we will have 10/12 strong hives next season.</p> <p><u>OUTREACH REPORT:</u></p> <p>Meade Potato Company host numerous tours every year for schools, trade delegations and other interested parties. We have now started to integrate a piece about our bees into this tour which has proven very popular.</p> <p>Ken brought a cross section of one of his hives in plexiglass to our National Potato Day 5K and Family Fun Day fundraiser for the two local schools. This proved to be a real hit with the schoolchildren and many of the 1500 visitors. In addition to being a great beekeeper, Ken is also a great bee <b>educator</b> and had many visitors to his stand enthralled with the finer points of beekeeping and in awe of their importance to our ecosystem. He had a variety of his honey on sale, all labelled from the particular local area from whence it came. Visitors were able to taste each of the five jars from five different localities and compare the flavourings. The jars from our very own Lobinstown were a firm favourite, not surprisingly!</p> <p><u>FUTURE PLANS:</u></p> <p>Moving the plexiglass hive to schools is not ideal sometimes, so we will integrate a beekeeping element into our normal farm tours where possible. With health and safety issues, this might involve</p>
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	Meade Potato Company continued	showing a beekeeping video we currently have in production or standing from afar as Ken works with the bees and narrating the process. His bees are extremely well-beehaved! due to his expert management, but we have to allow for any health and safety issues when bringing tours to the bees so a remote location is preferential.
135	<p>Merit Medical Ireland Ltd</p> 	<p>Signed up May 2019</p> <p>2019 Merit Medical began supporting the All Ireland Pollinator Plan 2015-2020 this year. In May of this year Merit hosted “Biodiversity Week”. Over the week we covered various topics while hosting seminars e.g. Electric Ireland, Green Aware &amp; a local beekeeper. At the end of the week Merit hosted a quiz and 10 staff were rewarded with a €20 gift voucher for a local garden centre. Also, this year, Merit Medical began phase 1 of our biodiversity upgrades. With the support of our landscaping contractor, Merit upgraded 3 of our flower beds with pollinator-friendly plants.</p>
136	<p>Michelle Delaney Herbalist</p> 	<p>Signed up September 2018</p> <p>No update provided for 2019.</p>
137	<p>Millbee Studio</p>  <p>MILLBEE</p>	<p>Signed up March 2019</p> <p>An update of action taken will be provided in future years.</p>
138	<p>Milverton Landscapes</p> 	<p>Signed up October 2018</p> <p>No update provided for 2019.</p>

139	<p>Mo Bhia Duit</p> 	<p>Signed up January 2019</p> <p>An update of action taken will be provided in future years.</p>
140	<p>Molex Ireland Ltd</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
141	<p>Molloys Abbeytown Ltd Honest Bakery</p> 	<p>Signed up August 2019</p> <p>An update of action taken will be provided in future years.</p>
142	<p>Morleys Garden Centre</p>	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
143	<p>Mosney Independent Living Accommodation Centre</p> 	<p>Signed up July 2019</p> <p>2019</p> <p>Mosney Independent Living Accommodation Centre in Co Meath joined the All Ireland Pollinator Plan in August 2019. In September 2019, the first project was the creation of a 20 square foot Wild Flower Garden at the main entrance to Mosney. Multi-national children from the Mosney Homework Club, took part in the project to learn about the importance of pollination. The children raked the ground to prepare for the sprinkling of seeds with a mixture 48 varieties of annuals and perennial species of plants. This took place over 3 days and up to 40 children took part. A week later the seeds started to sprout into seedlings and the children watched their growth daily and monitored the different shapes of seedlings for each flower. In addition to the Wild Flower Garden, mature Giant Lupins and Foxgloves were planted at the entrance avenue along with some extra wild flower garden seeds. The third installment of the October 2019 project was the planting of Narcissi, Hyacinth, Snowdrop and Crocus bulbs and mature plants of multi coloured Cyclamen for seasonal colour in the raised flower bed of the Mosney Reception Car Park.</p>

144	<p>Mr Jeffares Blackcurrants</p>  	<p>Signed up September 2018</p> <p>An update of action taken will be provided in future years.</p>
145	<p>Mrs. C's Herbs and Candles</p> 	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
146	<p>Muckross Creamery</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
147	<p>Newbridge Foods Ltd.</p> <p><b>Newbridge Foods Limited</b></p> 	<p>Signed up May 2017</p> <p>2019 We continue to support the All-Ireland Pollinator Plan:</p> <p>2 bee hives on waste ground on outer perimeter of our site, which contains a number of pollinating plants in the surrounding area. A contractor who is regularly on site oversees the upkeep of the hives as they are also qualified bee keepers and were very enthusiastic when they heard we were participating in the plan. In 2019 the bee hives are thriving in their environment and the honey collected won one prize this year in a local honey competition</p> <p>A landscape contractor who carries out landscaping on site from late spring until autumn cultivated a section of perimeter ground</p>

	Newbridge Foods Ltd. continued	and planted a series of pollinating plants for bees on site and also other insects and animals including shrubs and trees. They are manage the area as part of their contract.
148	Newgrange Gold  	Signed up November 2018  <p>We have maintained an apiary on site which has at least 2 hives present, but this increases in the summer period as our keeper brings bees to our location on the edge of the Boyne Valley. We have increased the area of uncut grass in 2018 and 2019 around the farm house, and this has lead to increased insect and bee activity. We placed 2 insect hotels in our Orchard, we have also looked to reduce herbicides to hard surface areas around the farm house and production units.</p> <p>We have allowed the large wooded and forested area on the slopes beside the house to expand naturally, and we decided to graze this area lightly during the summers. We have not looked to cut back any tree's (namely black and Whitethorn) that have started to creep into the grass sloped areas. Over all we have reduced topping on the flood plain beside the river Boyne, and to only graze this area also.</p> <p>Pollinator-friendly wildflower seeds were also scattered onto bare patches around the farm. We will look to identify other bee friendly plans to incorporate around the farm.</p>
149	Niks Tea Limited  	Signed up May 2019  <p>An update of action taken will be provided in future years.</p>
150	Northstone Materials Division  	Signed up September 2018  <p>2019  In 2019 Northstone (NI) Limited carried out surveying tasks to support the All-Ireland Pollinator Plan.  Northstone operate a number of mineral extraction sites across Northern Ireland and have taken to identifying areas of pollinator importance and designating them as conservation zones.  Northstone are exploring the option of developing official signage</p>

	Northstone Materials Division continued	in recognition of these areas as biodiversity and pollinator rich zones. Northstone are advocates for highlighting the biodiversity importance of the mineral extractive industry and will continue to promote this.
151	<p>Novokem</p> 	<p>Signed up November 2016</p> <p>No update provided for 2019.</p>
152	<p>O'Donnell Furniture Makers</p> 	<p>Signed up June 2018</p> <p>No update provided for 2019.</p>
153	<p>Oliver Carty ULC &amp; VOA Foods LTD</p> 	<p>Signed up August 2019</p> <p>An update of action taken will be provided in future years.</p>
154	<p>Ollys Farm</p> 	<p>Signed Up January 2019</p> <p>2019 Olly's Farm continues to support the All-Ireland Pollinator Plan and I'm actively encouraging other businesses and individuals to sign up and do their part.</p>

	<p>Ollys Farm continued</p>	<p>On the farm I've planted an additional 20 traditional Irish fruit trees, planted an additional 100 native Irish trees, introduced wild flower meadow mixes into one of our fields, left all our meadows until late July before allowing animals back in to graze in order to give the wild flowers a chance to set seed and birds time to fledge their nests.</p> <p>On the beekeeping side I've added an additional 20 beehives to the 12 in Powerscourt Estate, increased the number of beehives on the roof of Teelings from 2 to 10, increased the number of beehives in Ballycullen allotments from 6 to 12, reintroduced 20 beehives to the Killruddery Estate in Bray. All other apiary sites have seen an increase in hive numbers, now totalling 130 colonies spread across South Dublin and North Wicklow to help in the pollination of local trees and shrubs.</p>
<p>155</p>	<p>O'Neills Dry Cure Bacon Co</p> 	<p>Signed up October 2018</p> <p>2019</p> <p>We are looking at options in our business park to develop a pollinator friendly area. We have also started work on a plot at our home office as a designated bee garden.</p> <p>Our local primary school is currently getting an extension and ground works will be commencing in the New year and we are going to work with them in setting up a Bee hotel and hope to organise a talk for the school children from the local honey producers.</p>
<p>156</p>	<p>Peter Cuthbert Horticultural Services</p>	<p>Signed up October 2018</p> <p>2019</p> <p>Almost as 2019 ends, a new season of pollinator actions begins. Being designated as a National Biodiversity Data Center Pollinator Champion has placed an onus on me to push out the boat for pollinators at every opportunity, through public talks, representing pollinators at the nursery stock trade show at Glas and interacting with a range of Local Authorities.</p> <p>Plants trials formed a significant part of my work this year, in the region of 1000 Bidens, Bacopa summer bedding plus a range of herbeaceous were grown this year to see which flower colours were favoured by specific groups of insects, results soon to be provided as a technical blog on Biodiversity web site. Next years trials are already being put in place. My facebook page provides lots of</p>

	<p>Peter Cuthbert Horticultural Services continued</p>	<p>helpful information about plants liked by pollinators. Possibly the highlight of this year has being the positivity gained by advising Gannon Homes on pollinator projects across all of there development sites in Dublin and Cork. Seeing one of Irelands largest property developers being willing to include pollinator planting schemes as part of planning applications process has given me great hope for the future.</p>
157	<p>Petigo Bandanas</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
158	<p>Portmagee Distilling and Brewing Company Ltd</p>  	<p>Signed up April 2018</p> <p>2019 Portmagee Whiskey is a new Irish Whiskey company based in Portmagee, Co. Kerry in a rural location. Portmagee Whiskey continued it's registration as a Bord Bia Origin Green Company with sustainability goals including actions for supporting Pollinators. Portmagee Whiskey got approval for the planting of a small natural woodlands as part of the Neighbourwood Scheme, with planting expected to be completed before the end of 2019. Portmagee Whiskey has ordered it's first Bee Hotel and this will be installed in an area to be planted with wildflowers seeds as part of the woodlands clearings. This will be a precursor to a more ambitious future pollinator friendly plan.</p> <p>Actions planned for 2020: Allowing natural hedgerow growth in surrounding fields. Appropriate signage placed to inform people of All Ireland Pollinator Plan.</p> <p>Future Long-term Plans: Development of Bee Colony and Honey collection for spirits production.</p>

	Portmagee Distilling and Brewing Company Ltd continued	Development of "PortmaBee Village" - Recreation of miniaturized Portmagee Village streetscape but designed for Pollinators."  As can be seen, we have started getting traction on some of our long term plans and expect a lot of progress to be made in 2020 to highlight and promote our pollinator friendly ethos.
159	Portsalon Luxury Camping  Portsalon Luxury Camping Luxury Camping in Ireland	Signed up December 2018  An update of action taken will be provided in future years.
160	Pritchitts A Lakeland Dairies Company  Pritchitts A Lakeland Dairies Company	Signed up December 2016  2019 Pritchitts-A Lakeland Dairies Company continues to support the All Ireland Pollinator Plan 2015-2020. We manage 4.6 acres of habitat adjacent to our manufacturing site for the benefit of pollinators.  We continue to provide support and guidance to our farmers to help them support pollinators through reducing their environmental impact.
161	Quinn Building Products  QUINN BUILDING PRODUCTS	Signed up January 2019  An update of action taken will be provided in future years.
162	Quinn Packaging  QUINN PACKAGING	Signed up January 2019  An update of action taken will be provided in future years.

163	<p>Radharc Landscaping</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
164	<p>Recordati Ireland Limited</p> 	<p>Signed up December 2018</p> <p>2019</p> <p>We have stopped cutting the grass as regularly as we did in the past and let parts of the site go wild. We have planted an area at the front of the site with lavender. An area is being cleared at the back of the site to plant wild flowers to encourage pollinators. Awareness and signage have been added.</p> <p>A group of interested people on site have formed a sustainability group. Posters and emails to raise awareness about the threat facing pollinators have been placed on notice boards.</p> <p>We no longer use weed killer on large parts of the site. Signage is at the front of the building.</p> <p>Aims for the future are to continue to protect areas where wild flowers are flourishing. Let meadows grow and maintain grass cutting under a pollinator friendly regimen. Maintain hedgerows for pollinators. Keep the buzz alive on site and spread the message of the sustainability group. Partner with other sites in Ringaskiddy to find out what they are doing to help pollinators.</p>
165	<p>Redlough Landscapes Ltd</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
166	<p>Regeneron</p> 	<p>Signed up March 2018</p> <p>2019</p> <p>We are currently completing a regeneration project of our 1.22-hectare native woodland that is adjacent to our facility. Work began in spring 2019 under the guidance of our site horticulturist. To date we have conducted a tree survey cataloguing all 300+ tree species present, removed scrub and non-native vegetation on the woodland floor and reseeded the floor with native woodland</p>

	<p>Regeneron continued</p>	<p>species. This will provide an important food source for the pollinator species. We are currently drafting interruptive signage which will be erected at various points throughout the woodland pathway providing information on the flora and fauna present.</p> <p>Three 'woodstacks' have been incorporated into the woods to provide habitats for invertebrates at various life stages. Two additional solitary bee hotels have been installed and a butterfly sunny glade area created.</p> <p>This year, under the management of a qualified beekeeper, we installed two native Irish honeybee (<i>Apis mellifera mellifera</i>) hives on site. With careful management we will encourage pollination in the area and enhance the population of the previously thought 'extinct' Irish native honeybee species.</p> <p>We continuously share updates of our biodiversity programme with colleagues through various internal channels and during our annual Earth Week and EHS Week events. Regeneron's Environment, Health and Safety (EHS) team motto is "Everyone, Everywhere, Everyday" and with this in mind we have also provided guidance and encouragement on best practise measures colleagues can take in their own homes and communities.</p>
167	<p>Relaxing Garden</p>	<p>Signed up April 2019</p> <p>An update of action taken will be provided in future years.</p>
168	<p>Rigney Bros</p> 	<p>Signed up July 2019</p> <p>Rigney Bros Dungourney joined the support for the All Ireland Pollinator Plan 2015-2020 this year. We are delighted to participate in this initiative and we recently started preparing our first planting area where we intend to plant winter bulbs, perennials and shrubs, in-line with the 'Pollinator friendly planting code - professional planting recommendations' created by Biodiversity Ireland.</p>
169	<p>Riverstown Family Practice</p> 	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>

170	<p>Rocker Organic Farm</p> 	<p>Signed up September 2018</p> <p>2019 Rocker Organic Farm is a 20-acre family farm near Templemore in North Tipperary. It produces award-winning organic salad leaves and grows Irish heritage apples. It signed up to the All-Ireland Pollinator Plan two years ago as part of its commitment to sustainable farming. Steps this year have included establishing bee hotels on a number of sites on the farm, as well as continuing to reduce hedge trimming to once every two years, allowing buffer margins at their base and planting wildflowers. Its organic status also means that it doesn't use harmful chemicals on the farm.</p>
171	<p>Ronan Mac Diarmada &amp; Associates Ltd.</p> 	<p>Signed up October 2018</p> <p>No update provided for 2019.</p>
172	<p>RTÉ</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
173	<p>SAP Landscapes</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
174	<p>Schram Plants Ltd</p> 	<p>Signed up May 2019</p> <p>2019 Our 8 on-site honey bee hives are still in situ towards one end of the site. They have done extremely well this year foraging on our 12 acre flower nursery and the surrounding hedgerows and fields, yielding a bumper crop of tasty surplus honey. They are managed in-house by Tim Schram.</p>

	Schram Plants Ltd continued	<p>We are continuing to reduce our usage of pesticides in favor of natural plant growth stimulants.</p> <p>We try to leave hedgerows and surrounding green areas uncut during the main forage times.</p>
175	<p>SEB Life International</p> 	<p>Signed up October 2019</p> <p>2019 SEB Life International have only recently signed up to support the All Ireland Pollinator Plan 2015-2020. We have a rooftop terrace garden in the heart of Dublin City, and an enthusiastic team who are looking forward to starting to help. We plan to sow a mini wild flower meadow and introduce habitats for pollinators soon.</p>
176	<p>Secret Valley Wildlife Park</p> 	<p>Signed up March 2017</p> <p>No update provided for 2019.</p>
177	<p>Shannonvale Landscaping Ltd</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
178	Shines Seafood	<p>Signed up July 2017</p> <p>2019 Due to moving to premises this year we haven't take action on site other than maintenance in the past few months.</p>

	 <p>Shines Seafood continued</p> 	<p>Going forward, my husband is going to take a bee keeping course in the new year and hoping to have bee hives at our new offices for 2020.</p>
179	<p>Siemens Healthcare Diagnostics Manufacturing Ltd.</p> 	<p>Signed up May 2018</p> <p>2019 Siemens Healthcare Diagnostics Manufacturing Ltd. (Team Swords) as a business supporter of the All-Ireland Pollinator Plan has worked tirelessly in the past year to improve both biodiversity and ecosystems at our site in Swords Co Dublin. The following actions were undertaken in 2019 to demonstrate our commitment to this topic.</p> <p><u>Action 1: Meadow Development</u> Zone 1 - Meadow East – Area 1,400m2 The meadow area continues to flourish and this year we cultivated plants and seeded the meadow area with wildflowers. Zone 4 - Meadow West – Area 2,700m2 There is no grass cutting in this area, flowers continue to grow unimpeded.</p> <p><u>Action 2: Improve Species Habitat</u> Zone 1 – Bug Hotels continue to thrive. To enhance and further develop this habitat we introduced a beehive which grew to two beehives over the summer months. We also captured a passing swarm of bees to give us three beehives containing over fifty thousand native Irish bees. We also harvested our first batch of “Healthineers Honey” in 2019.</p> <p><u>Action 3: Employee Engagement</u> Zone 2 – In the garden area we expanded from five to ten large planter boxes, we encourage staff to participate actively and “grow you own vegetables”. This led to a competition for the best planter at the end of the summer. The competition was judged by all</p>

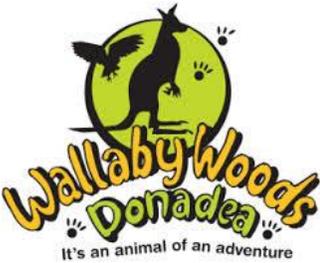
	Siemens Healthcare Diagnostics Manufacturing Ltd. continued	employees and supported with spot prizes from the management team. <u>Action 4:</u> Establish an orchard onsite Zone 2 – We planted 10 different varieties of fruit trees including four Apple tree varieties, four different types of Pear trees and two plum tree types.
180	Southern Scientific Services Ltd  Southern Scientific Services Consultancy and testing facility	Signed up July 2019  An update of action taken will be provided in future years.
181	SSE Wind Generation 	Signed up November 2018  2019 A series of awareness events in our Dublin and Belfast offices for international Bee Day 2019. Pollinator signage on all our wind farm sites. Greencoat Capita – we manage a wind farm site for this company and I'm working on getting them signed up and preparing a plan for them. Might have it done this year but it might be 2020. Transition year programme – we are involved in a pilot project with transition year students and have referenced the NBDC & pollinators in the material to raise awareness. Natural Capital assessment and biodiversity net gain – we are working pollinators into our new environmental strategy.
182	St Mullins Honey 	Signed up January 2019  An update of action taken will be provided in future years.
183	Sustainable Bio-Energy Ltd	Signed up July 2019  An update of action taken will be provided in future years.

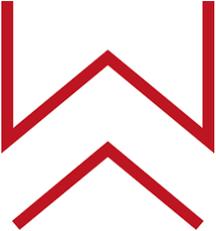
184	<p>Sweeney Landscape Design</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
185	<p>Swords Pavilions Shopping Centre</p> <p><b>SWORDS PAVILIONS</b></p>	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
186	<p>tang café</p> 	<p>Signed up February 2019</p> <p>An update of action taken will be provided in future years.</p>
187	<p>Teva Pharmaceuticals</p> 	<p>Signed up May 2019</p> <p>2019</p> <p>Our pollinator friendly planting remains in place and we added a small 'Long flowering meadow' area. We launched a Green Steps programme within Teva which is an initiative to reduce our environmental impact by taking incremental improvement steps across all areas. Part of this programme involves giving back to the community and for one of the initiatives we are encouraging Teva staff to get involved by offering bee hives at discounted prices. They will bring these back home and enrich their local communities. The added bonus is that they are made by the local men's shed. We are also committed to support a number of schools to get a biodiversity programme up and running.</p> <p>We hope to continue and build on this momentum to improve our local biodiversity.</p>

188	<p>The Apple Farm</p>  	<p>Signed up October 2018</p> <p>2019</p> <p>Maintained the 1.5 acre wildflower habitat to provide food and cover for pollinating insects.</p> <p>Eliminated insecticide usage in the orchard to reduce risk to pollinators by using insect trapping systems and encouraging natural predators.</p> <p>Alternated mowing of alleyways in the orchards so that there would be pollinator friendly plants flowering in the grass swards through the summer.</p> <p>Reduced herbicide use in orchards to maintain flowering plants within the orchards.</p> <p>Participated in a research project at TCD on the effects of bees on pollination in Irish orchards – PoshBee project.</p>
189	<p>The City Hotel Derry</p> 	<p>Signed up July 2019</p> <p>An update of action taken will be provided in future years.</p>
190	<p>The Rediscovery Centre</p> 	<p>Signed up September 2018</p> <p>2019</p> <p>The Rediscovery Centre’s outdoor space are planted with a range of plants that are pollinator-friendly such as coneflowers, purple tansy, silver mullein, hollyhock, rudbeckia, hebe, helleborus, campanula and honesty.</p> <p>Pollinator-friendly plants have been placed in containers, including salvia, lavender, rosemary, sage and marigold. A wide variety of pollinator-friendly bulbs have been planted around the outdoor space at the centre, including Crocus, Muscari, Allium, Echinacea and snowdrops.</p> <p>Less than 30% of grassy area onsite are mown. The following trees and shrubs have been planted onsite: red currant, black currant, bay tree, and willow species. We have enhanced the outdoor</p>

	<p>The Rediscovery Centre continued</p>	<p>spaces at our centre, providing an urban green space rich in biodiversity, habitats and native species and wildlife-friendly garden demonstration areas. Native species hedgerows are being planted onsite.</p> <p>A bee and insect hotel has been constructed from reused materials and placed onsite.</p> <p>At the Rediscovery Centre, we do not use any herbicides and use eco-friendly methods of weed control. We do not use any pesticides and use eco-friendly methods of pest control.</p> <p>In 2019, we have delivered 45 workshops and events for primary and secondary schools and community ground around a wide range of biodiversity topics, e.g. for Biodiversity Week - bee workshops.</p> <p>We have a representative on the Ballymun Tidy Towns committee providing expertise on gardening for biodiversity in the community.</p> <p>We have provided ongoing training for staff on pollinator-friendly planting and gardening for biodiversity and have copies of pollinator-friendly gardens.</p>
191	<p>Tipperary Boutique Distillery Limited</p>  	<p>Signed up October 2018</p> <p>No update provided for 2019.</p>

192	<p>Toyota Liffey Valley</p> 	<p>Signed up August 2019</p> <p>An update of action taken will be provided in future years.</p>
193	<p>Triall Teoranta</p> 	<p>Signed up June 2019</p> <p>An update of action taken will be provided in future years.</p>
194	<p>Turfworks</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
195	<p>Urru Culinary Store</p> 	<p>Signed up May 2019</p> <p>An update of action taken will be provided in future years.</p>
196	<p>Voxpro - powered by Telus</p> 	<p>Signed up October 2018</p> <p>No update provided for 2019.</p>

197	<p>Wallaby Woods Donadea</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
198	<p>Waterford Oysters</p>  	<p>Signed up October 2018</p> <p>2019</p> <p>Meitheal Trá na Rinne Teo. continue to support the All Ireland Pollinator Plan 2015-2020. We have maintained the pollinator friendly plants that were planted in 2018, all of which are thriving in their locations.</p> <p>We also had our local beekeeper visit again this year to help survey our site and identify what to plant next and where is best to plant them. This process is now well underway.</p>
199	<p>West Coast Crab Sales Ltd</p> 	<p>Signed up September 2019</p> <p>2019</p> <p>West Coast Crab Sales Ltd continues to support the All Ireland Pollinator Plan through continued donations to our local tidy towns group.</p> <p>In 2018 we decided that as our office space was not in a suitable location for planting and in order for us to meet our Origin Green Biodiversity targets we donated towards a Butterfly garden project along the North end of the canal banks in Belmullet town.</p> <p>This was an overgrown area which they have upgraded to include Buddlia (butterfly bushes), Shasta Daisies, Knifofia (Red Hot Pokers) and Senecio.</p> <p>A Butterfly tree is also planted here in support of the Féileacán Project which supports families who have experienced stillbirth or the loss of infant children.</p>

	West Coast Crab Sales Ltd continued	<p>This year (2019) we donated towards their flagship project, The Great Yellow Bumblebee project for which they won an award for earlier this year.</p> <p>We look forward to continuing our support to this amazing project in the coming year.</p>
200	<p>Wexford Preserves</p>  	<p>Signed up October 2018</p> <p>No update provided for 2019.</p>
201	<p>Wicklow Way Wines</p> 	<p>Signed up October 2019</p> <p>An update of action taken will be provided in future years.</p>
202	<p>Wild Kitchen</p> 	<p>Signed up September 2019</p> <p>An update of action taken will be provided in future years.</p>
203	<p>Wyeth Nutritional Ireland</p> 	<p>Signed up 2016</p> <p>2019 Nestlé's Wyeth Nutritionals Ireland Ltd based in Askeaton became the first business in Ireland to create and open a butterfly meadow adjacent to its site in 2014 and was a founding supporter of the All Ireland Pollinator Plan 2015-2020. The All-Ireland Pollinator Plan, has become part of our overall sustainable strategy to help reduce our environmental footprint and enhance local biodiversity. In 2015, we installed a bespoke 'Insect Hotel' providing a breeding and hibernation habitat for various insects. Our 1,800 square</p>

	<p>Wyeth Nutritional Ireland continued</p>	<p>metre butterfly meadow and insect hotel enhances local biodiversity and encourages an increase in the number and varieties of native Irish butterflies in the area. It has also been a great resource for local schools to learn about wild flowers and the natural eco-system. To deepen awareness and to encourage discussions in the class we have provide weather stations and bird feeders to local schools. In addition, we planted some 1,900 trees near our factory site; all trees involved are listed by the Native Woodland Trust as native to the Irish landscape and include Alder, Aspen, Birch, Hazel, Holly, Oak, Rowan, Scots Pine and Willow. We are developing a heritage orchard with the first trees already planted, which are indigenous to Limerick and Clare, to develop into an orchard. We are also planning to install an Apiary to include the set-up of beehives that will house the native Dark European Honeybee (<i>Apis Mellifera Mellifera</i>) through the introduction and management of beehives.</p>
204	<p>Young Nurseries</p> 	<p>Signed up October 2018</p> <p>2019</p> <p>We grow an extensive range of pollinator friendly plants that provide food for pollinators over a very long season. We continue to use environmentally friendly practices with an integrated pest management system, with biological control using beneficial insects and mites to control pests, we do not use any harmful chemicals that contain neonicotinoids. We also continue to maintain hedges and boundaries in such a way as to support pollinators and not interfere with wildlife and bird nesting season. Our bird boxes and insect hotel have been checked and tidied up. We are redesigning our plant labels to include a more visually prominent pollinator friendly logo. We sponsor a Pollinator Award for Green Flag Parks.</p>

This review has been compiled by Gemma Hughes who is the Pollinator Plan Agri-business officer. This part-time position is funded by Bord Bia.

