



BUSINESS SUPPORTERS: ANNUAL REVIEW 2020



An initiative by
BORD BIA
IRISH FOOD BOARD



All-Ireland Pollinator Plan Business Supporters Annual Review 2020

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 supporter 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.

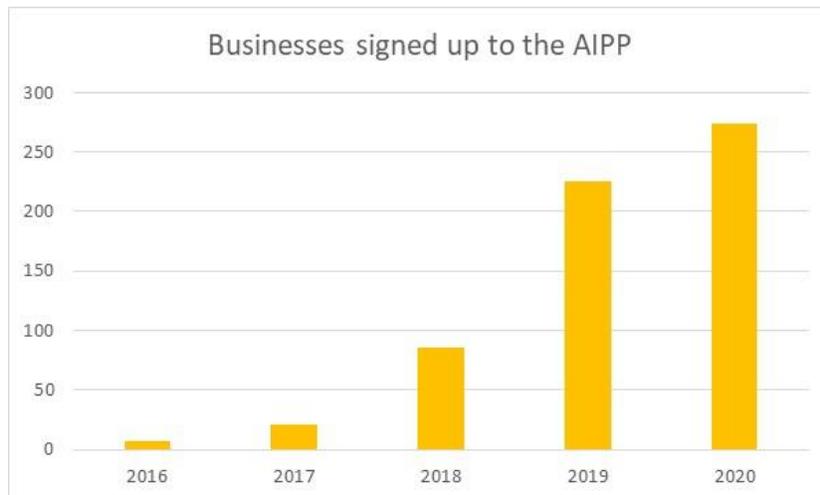
2020 review

Currently, 274 companies of all sizes are supporting the All-Ireland Pollinator Plan 2015-2020 (AIPP) across the island of Ireland (as of the end of October). The number of businesses supporters has increased year on year. This third Annual Review (2020) 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.

2020 & COVID19

We acknowledge that this has been an incredibly difficult year for the business sector. We appreciate that for many, providing a 2020 update was understandably not possible. We decided to go ahead with this report, but there is no problem whatsoever where an update has not been provided for 2020 (in those cases we have left the 2019 update in place). For many, we know that we can rely on your future support when things hopefully return to normality. A sincere thank you to all the businesses who have been able to provide an update for this Annual Review 2020. The All-Ireland Pollinator Plan is about making small changes, that *together* will make a difference. The extent to which companies have embraced the Plan and agreed to help, is one of the big positives of the first phase and we thank you all. We especially thank those new companies, that despite COVID, have joined us in 2020. A new Plan is being developed for 2021-2025. The business framework will continue seamlessly from the first Plan into the second and we look forward to engaging with you all over the coming years.



Year	2016	2017	2018	2019	2020	Total
Businesses Signed Up	7	14	65	139	49	274

	Name of Business	Update of activities to support the All-Ireland Pollinator Plan
1	Abbott Diabetes Care Ireland 	Signed up April 2017 2020 2020 has seen significant change to the Donegal site, following completion of construction works, which left the area resembling a building site. However, with careful consideration, the Abbott Diabetes Care (ADC) Donegal team began to think about how to build on our Pollinator Plan and encourage biodiversity on site. ADC has retained bug hotels (located in a small woodland area) and replaced conifers with native tree species at the back of the site, with plans for additional planting of native trees. Parts of the site have also been allowed to grow wild, with no mowing of grass in order to let nature run its course. We have created a new wildflower meadow at the front of the site, and this has added a huge amount of colour, which is visible to and enjoyable for both employees and persons passing by the site. The wildflower meadow is also intended to attract native species of butterflies and bees. The woodland / wellness walk has been significantly extended and is now approx. 2km around the wildflower meadow and through the woodland. In addition to attracting birds and bees, rabbits have been spotted on site and in the woodland area, it was very satisfying to recently spot the native red squirrel, which is making a comeback to this area.
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 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

		<p>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&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 2020.</p>
4	<p>Acheson & Glover</p> 	<p>Signed Up May 2018</p> <p>No update provided for 2020.</p>
5	<p>Adare Manor Resort - Golf</p> 	<p>Signed Up January 2017</p> <p>2019</p> <p>We have increased the number of bee hives from 6 to 8 and we are planning to increase by 2 more for 2020. 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. We contributed to The Village of Adare operation pollinator and we provided wild flowers for an area adjacent to the property. 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>2020</p> <p>Our beekeeping community expanded in 2020. With bee population in two AIB locations, our head beekeeper had to recruit some apprentices in Central Park and Molesworth St to help him with the bees. Six staff members from our Corporate Banking division signed up to do a</p>

		<p>beekeeping course and committed two hours every Monday evening for 12 weeks to learn everything about bees from how to maximise production to disease control.</p> <p>To raise awareness, we have a dedicated intranet site where staff can learn the story of AIB bees, with testimonials from our head beekeeper and corporate banking staff. The stories explain how Ireland’s first urban beehive rooftop came to be, how our initial 4 hives increased to 12 in Molesworth St and some more in Central Park, how our bees were part of a study from Trinity College on pollen quality and how, recently, AIB shared their experience, managing to establish a rooftop apiary with the Royal College of Surgeons, that has since replicated a bee rooftop on their premises near Stephen’s Green.</p> <p>In 2020 AIB’s issued a Socially Responsible Investment Bond Framework. The publication of this brochure was printed on seed paper. A clear commitment to contribute to a more sustainable planet as pollinator-friendly flowers can grow from this paper if planted. The SRIBF was mainly distributed via electronic channels and has a limited number of printed copies on plantable paper.</p>
7	<p>Airmid Natural Irish Skincare</p>  <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>Alan Feeney Landscape Gardening</p>	<p>Signed up November 2019</p> <p>No update provided for 2020.</p>

9	<p>Aldi Stores Ireland</p> 	<p>Signed up October 2019</p> <p>2020</p> <p>Since Aldi signed-up to the All-Ireland Pollinator plan in 2019, we have been busy supporting this through our Biodiversity Strategy. Some actions we have taken as part of this plan include:</p> <ul style="list-style-type: none"> • Promotion of our ‘Bee Happy Garden Madness’ campaign in May which included four trollies of pollinator-friendly plants • Encouraged our Irish suppliers to sign up to the All-Ireland Pollinator Plan • Educated our staff through informative articles on our internal platform • Reduced our grass cutting • Began work on our wildflower meadow at our Head Office in Naas, Kildare. This meadow will contain pollinator-friendly plants, providing a habitat for endangered species. It is also set to have signage, bird boxes and insect boxes • Commenced our plan to plant 100,000 native trees across Ireland by 2024. In December 2019, we planted 16,000 Oak, Birch, Hazel and Alder trees in Rockfield, Limerick to mark Aldi’s 20th anniversary in Ireland. A further 15,000 trees were planted in Muingaphuca, Co Kerry, as well as 24,600 native trees across three sites in Co Mayo. Planting trees provides a high-quality habitat for native flora and fauna, while emitting more oxygen and sequestering carbon.
10	<p>Allergan Pharmaceuticals Ireland</p> 	<p>Signed up March 2019</p> <p>2019</p> <p>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>

11	<p>Alltech Ireland</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
12	<p>An Óige - Irish Youth Hostel Association</p>  <p>IRISH YOUTH HOSTEL ASSOCIATION</p>	<p>Signed up May 2018</p> <p>No update provided for 2020.</p>
13	<p>Analog Devices International</p>  <p>AHEAD OF WHAT'S POSSIBLE™</p>	<p>Signed up July 2019</p> <p>2020 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"> • We delayed the first cut of lawns to late April to allow dandelions to flower • Identified and protected existing pollinator friendly perennial beds & flowering hedgerows • Created a long flowering meadow area • Changed from traditional bedding with little value for pollinators to pollinator friendly heathers in our ornamental containers • Followed Pollinator Friendly Pest Control Code <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 & herbs and planting a wildflower bed with commercially bought native seeds mix.</p>
14	<p>Anovocare Nursing Home</p> 	<p>Signed up November 2018</p> <p>No update expected for 2020.</p>

15	<p style="text-align: center;">Ard na Gaoithe B&B</p> 	<p>Signed up May 2019</p> <p>2019</p> <p>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.</p> <p>Created a coppice of 19 trees last year which will be extended by 25 trees this year.</p> <p>We will continue to abstain from the use of chemicals in our sites.</p> <p>We left a fallen tree as a habitat for wild life. Our small apple orchard is managed without chemicals.</p> <p>We will continue to grow pollinator friendly plants such as teasel, foxglove, nasturtium, borage, anthrimum, herbs, and single varieties of flowers.(moderate weeding is done by hand).</p> <p>We will continue to allow wild areas where grass is not cut.</p> <p>We raised awareness for the need for pollinator friendly planting on our blog at www.capeclearbandb.ie, 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.</p> <p>Looking forward to another great year!</p>
16	Ardenode Stud	<p>Signed up May 2019</p> <p>2020</p> <p>On the Ardenode Stud we have a strong conservation ethos. We have realised that all our efforts to support wildlife come back to helping insect life thrive first. This has had an impact on all our garden and land management plans. We have made a huge effort to reduce any spraying of herbicides and pesticides and to educate all staff on using alternative methods.</p> <p>Our walled vegetable garden is now totally organic, with drills of wildflowers sown alongside drills of vegetables to accommodate pollinators.</p> <p>We have reduced the use of plants that need a lot of chemicals to perform at their best in our plans and borders, for example roses that suffer with blackspot and buxus that suffers with blight. We have now started to replace all areas of buxus with hardier shrubs that do not need spraying.</p> <p>This year we have participated in a weekly butterfly walk. It has also been beneficial for us on the stud as we identified areas that need help with pollinator-friendly planting and hopefully, we will see an increase in butterfly numbers in these areas year on year.</p>

		<p>We sowed a 10-acre site with a wild bird crop that included a pollinator mix and a native wildflower mix that were sown in strips. We had a huge number of bees and butterflies visible within the crop all summer. We had a local wildlife group assist with moth trapping over the summer. It was amazing to see the variety of moths and learn about how important their work as pollinators are too. We even had a moth recorded that was a first record for Ireland.</p> <p>We have a large lake on the stud that does not hold a huge amount of wildlife. Again, we had Val Swan from Wild Kildare observe the lake over the summer and we planned for lakeside planting and on the island within the lake. We are also working with a company in the UK called Biomatrix to create small floating islands packed with pollinator-friendly plants in the hope we can increase insect life on the lake and in turn help to attract more water fowl and birds.</p> <p>We have many plans for next year to help continue improving pollinator habitats and look forward to seeing the results in 2021 and beyond.</p>
17	<p>Arlington Lodge Suites</p> 	<p>Signed up April 2019</p> <p>No update expected for 2020.</p>
18	<p>Arrabawn Co-operative Ltd.</p>  	<p>Signed up November 2016</p> <p>2020</p> <p>Arrabawn is still in step with the Pollinator Plan – although it wasn't a great year for the wildflowers or our honeybees.</p> <p>We didn't see much activity in the bee-hotels or the sand site. Wasps were not as plentiful as previous years, but lately we have observed many queen wasps seeking out safe overwintering facilities, so I think there will be sufficient scavenging wasps around in 2021.</p> <p>The arrival of COVID19 affected our interaction with the local Tidy Towns committee who, in previous years included the Arrabawn beehive and wildflowers in their presentation. Hopefully the coming year will revert to normal!</p>

<p>19</p>	<p>Arvato SCM Ireland Limited.</p> 	<p>Signed up May 2018</p> <p>2020</p> <p>Over the last year, we have a large area at the rear of our factory in Swords which is now unmown and has some small trees planted around the edges now. Bird boxes were installed. We still have beehives on site but had to move three as we sold one of our buildings in Balbriggan. The planting of heather and other winter hardy plants have been planted in our Swords facility.</p> <p>Our herb garden is still growing well and we hope to increase the size of this. The next step we hope to carry out is to increase our beehives in the Swords facility. It is close to the motorway (M1) so we are being cautious about losing bees to passing traffic. We sowed a large amount of things called seed bombs in two different locations and were disappointed by the results. However, we did sow some wildflowers in our Balbriggan facility and these grew really well in rough, unmown ground.</p> <p>This year, we hope to use some of the rear factory area as a wildflower meadow. We have installed a hedgerow along one side of our car park for pollinators and have a large earth bank to the rear of the factory installed. We intend to install a bee hotel in Swords. We previously had a very successful one in our Balbriggan facility.</p>
<p>20</p>	<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> <ol style="list-style-type: none"> 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. 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. 3) Planting of pollinator friendly plants has been carried out during the past 12 months and will be added to where possible.

21	<p>Ashdown Park Hotel</p> 	<p>Signed up June 2020</p> <p>An update of actions taken will be provided in future years.</p>
22	<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>Bee habitat: 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>Apiary: 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>Invertebrate habitat: Additional habitat for invertebrate species will be created by providing a deadwood habitat or by installing bug hotels.</p> <p>Native orchard planting: 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>Public information signs: 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 Glannagilliagh 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</p>

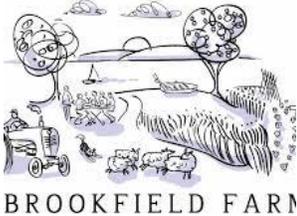
		and environment. While undertaking a study of the landfill, it was discovered that there is Blue-eyed grass present which is an endangered species. We hope to introduce mowing rotations to promote the diversity of grass and wildflower species including blue-eyed grass. We also hope to allow areas of scrub or recolonising bare ground to transition naturally from their current state to woodland.
23	<p>Austen Associates</p> 	<p>Signed up January 2020</p> <p>2020</p> <p>Austen Associates continue to ensure that all commercial and private projects incorporate and consider both native and pollinator-friendly non-native planting. Our view is to improve connectivity within the surrounding environment and landscapes and encourage rich biodiversity. Our designs attempt to optimise wildlife corridors through each site and its connectivity with any adjoining existing vegetation for commuting/foraging fauna in line with the All Ireland Pollinator Plan. We continue to draw on our in-house expertise in Environmental ecology, the importance of geographical locality and arboriculture to inform our design, as best as possible. Projects in which biodiversity has been incorporated include the following elements:</p> <p>Wildflower areas</p> <p>Inclusion of native trees and shrubs</p> <p>Native fruiting trees and shrubs that contribute to overall biodiversity.</p> <p>Bat boxes, bug hotels and similar.</p> <p>With educational projects, we take into careful consideration our planting design to be able to further provide and enhance learning opportunities in a communal and interactive way.</p>
24	<p>Balfour Beatty</p> 	<p>Signed up May 2018</p> <p>No update provided for 2020.</p>
25	<p>Ballymaloe Cookery School</p> 	<p>Signed up April 2019</p> <p>Update included below.</p>

26	<p>Ballymaloe Foods</p> 	<p>Signed up April 2019</p> <p>2020</p> <p>In 2020, we purchased 1,000 Seed Bombs, which we divided up for our staff and local community to distribute on suitable ground.</p> <p>We are working with and sponsoring two wildflower bee-friendly planters for the Little Island Community Association – installation delayed due to COVID19, but should be complete in early 2021.</p> <p>Asking our ingredient suppliers to support bee-friendly initiatives such as planting wildflowers and allowing them to grow on their farms & also maintaining native flowering hedgerows.</p> <p>We have engaged with an expert in pollinator-friendly planting to inform our team and best guide us to make more plans for 2021.</p>
27	<p>Bandon Co-Op</p> 	<p>Signed up January 2019</p> <p>No update provided for 2020.</p>
28	<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> <p>In 2020 we will be placing bee hotels on some locations approved by our clients.</p>
29	<p>Beeactiv Ltd.</p> 	<p>Signed up January 2017</p> <p>No update provided for 2020.</p>

30	<p>Belfast Zoological Gardens</p> 	<p>Signed up January 2019</p> <p>2020 Even with Covid-19 and being closed, we still managed to get our native species message across via our online campaign #Belfastzoocestoyou. On the 12th May we released a video showing our native bees and the honey they produce. This was given to one of our endangered animals, the Malayan sun bears, as part of their enrichment. This year the 20th May was World Bee Day so we provided information on our bees as well as how to attract them into our garden. The first week of June was Garden Wildlife Week and one day was designated to bees. During the week we put up crafts which children could make as well as ideas on how they could attract bees and other native species into their gardens.</p> <p>This year we also got involved in BIAZA #Grabthatgap. This challenge was to find an unused piece of land and convert it; we turned ours into a massive bug hotel and planted both grass as well as pollinator flowers around it. For the design of the bug hotel we went online asking for suggestions from young children; the zoo team are joining two winning entries together.</p>
31	<p>Belview Egg Farm Ltd</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
32	<p>Bí Urban</p> 	<p>Signed up April 2019</p> <p>2019 Helped sign up 10 businesses as supporters of the Pollinator Plan.</p>
33	<p>Blanchardstown Centre</p> 	<p>Signed up March 2018</p> <p>No update provided for 2020.</p>

34	<p>Blarney Castle Estate and Gardens</p> 	<p>Signed up May 2019</p> <p>2020</p> <p>At Blarney Castle Estate and gardens, a number of measures have been taken during the year to enhance the pollinator plan:</p> <ul style="list-style-type: none"> • A wildlife island was put in place on the lake in October 2019, which is being monitored to observe nesting and other wildlife activity. • Bird hide at the lake side is open and providing information about wildlife existing on the lake. • 4 additional honey bee hives have been installed in another location on the estate • More long grass areas remained over the summer as a result of less summer workers • Collection of leaves on site and creation of our own leaf mould for soil conditioning throughout the garden. • Continuing the practice of leaving some rotting timber in wooded areas when trees are felled/cleared. • Additional log hives in place, which have been occupied over the summer by bee swarms, a total of 8 on the estate currently. • Continued monitoring of wildlife observed throughout the gardens and estate on a daily basis by staff and also appealing to season pass holders to participate. • Biodiversity and water quality monitored on the estate during summer 2020 by a student • Cutting hedgerows when birds are finished nesting and employing traditional practices like hedge laying to encourage wildlife. • Native hedgerow planting throughout the farm. • Leaving some herbaceous plants standing until the spring as they serve as bug hotels for winter and maintaining seed heads for birds. • Extension of wildflower meadow adjacent to the lake. <p>Plans for 2021: Install more bat boxes throughout gardens Continue to extend wildflower areas Continued planting of native hedgerow More information panels to educate the public as to what we are trying to achieve.</p>
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		<p>Increasing beehive numbers</p> <p>Engaging with the public through social media to monitor progress.</p>
35	<p>Blooming Native Wildflowers</p>  <p><i>Blooming Native</i> WILDFLOWERS</p>	<p>Signed up July 2020</p> <p>An update of actions taken will be provided in future years.</p>
36	<p>Bold Puppy</p>  <p>BOLD PUPPY</p>	<p>Signed up April 2018</p> <p>No update provided for 2020.</p>
37	<p>Boortmalt</p>  <p>BOORTMALT MASTERS OF MALT</p>  <p>Origin Green IRELAND</p>	<p>Signed up September 2018</p> <p>No update provided for 2020.</p>
38	<p>Bray Retail Park</p>  <p>Bray RETAIL PARK</p>	<p>Signed up January 2020</p> <p>An update of actions taken will be provided in future years.</p>
39	<p>Breedon Brick Limited (trades as Kingscourt Brick)</p>  <p>KINGSCOURT BRICK</p>	<p>Signed up October 2020</p> <p>An update of actions taken will be provided in future years.</p>

40	<p>Breedon Cement Ireland Limited</p> 	<p>Signed up October 2020</p> <p>An update of actions taken will be provided in future years.</p>
41	<p>Brookfield Farm</p> 	<p>Signed up June 2019</p> <p>2020</p> <p>At Brookfield Farm www.brookfield.farm (30 hectares in total) we are delighted to be involved in the All-Ireland Pollinator Plan. As farmers, we are focused on land management to help all pollinators. We aim to have a recognised insect and bee sanctuary on the farm.</p> <p>We keep the native Irish honeybee in several hives on our farm in two apiaries. And additionally, knowing how important farming practice is for insects, we undertake the following actions:</p> <ol style="list-style-type: none"> 1. We sow at least 3 hectares of pollinator-friendly flower meadows every spring. The flowers last from May to November and provide nectar to the many species of bees, hoverflies, moths and butterflies. The meadows are a lovely sight in summer months, with insect-eating birds like swallows swooping in to feed. Additionally the meadows are sown with Triticale – a grain crop to provide wild bird cover and seeds in winter for seed-eating birds like finches. 2. A third of the farm is in broadleaf trees (10 hectares), including a native woodland. We understand the importance of broadleaf trees to insects, and have sycamore and willow, which provide important pollen and nectar in early spring and summer. 3. We run regular ‘biodiversity’ walks on the farm during summer months in the flower meadows and on the lake shore and explain to people that bees are under threat, but that this means the solitary and bumblebees need more help. 4. Ailbhe is proud to be awarded an Honorary Farming for Nature Ambassador and is also the inaugural RDS Sustainable Farming award winner. https://www.brookfield.farm/pages/our-story#AWARDS_RECOGNITION 5. About 1/3 of the farm is certified organic, which means no pesticides or herbicides.

		<p>6. We hand make on the farm hive gifts with beeswax and honey for sale: https://www.brookfield.farm/collections/hive-gifts-candles</p> <p>Some images (attached) and short videos linked below for illustration.</p> <p>https://www.youtube.com/watch?v=MX6dnrCtUfM</p> <p>https://www.youtube.com/watch?v=w87jUQV8q5c&t</p> <p>https://www.youtube.com/watch?v=ZtTX0D0o7ok</p>
42	<p>Brookfield Renewable Ireland</p> <p>Brookfield</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 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>

43	<p style="text-align: center;">Bulmers</p> 	<p>Signed up August 2019</p> <p>2020</p> <p>At Bulmers Clonmel, we continue to offer support to the ‘All-Ireland Pollinator Plan’ along with other environmental projects as part of our ‘Sustainability 2025’ initiative. Bulmers are committed to sustainable and environmentally friendly initiatives including, conservation of energy and water, reduction of carbon emissions and waste, and the sourcing of sustainable packaging, transport and partnerships</p> <p>A key aspect of apple orcharding is the health of the population of bees and other pollinating insects. As part of our commitment to protect the biodiversity of bees, Bulmers are patrons of the South Tipperary Bee-Keepers Association who carry out much activity on the protection and promotion of the species in our Clonmel Orchard. We house an Apiary containing 15 Beehives within our orchard, which is used as a training facility for local beekeepers and biodiversity enthusiasts.</p> <p>Bulmers donated land to the neighbouring ‘Suir Blueway’, which opened in 2019 and have now erected Pollinator signage and planted wildflowers on this land. In order to further spread the message on biodiversity, we distributed wildflower seeds to all staff in the Summer of 2020 and also distributed colouring sheets detailing our sustainability initiatives, to inform the children of our employees about our environmental efforts. We have made donations to the Clonmel Tidy Towns Committee for flower planting projects and plan on developing further relationships with similar stakeholders.</p> <p>We are proud members of the ‘All-Ireland Pollinator Plan’ and see it as a key partnership within our overall environmental and sustainability strategy.</p>
44	<p style="text-align: center;">Bumblebee Flower Farm</p> 	<p>Signed up March 2019</p> <p>2020</p> <p>We continue to add to our blogs re gardening for pollinators. Two open days in August and September to show how to redesign personal gardens to be more wildlife friendly in general. Our focus here is showing people the value of native wildflowers, encourage them to allow them to flourish, also showing their edible uses, with tastings of produce we create in collaboration with Eddie Attwell, an award-winning foraging Chef.</p>

		<p>Education programme being put in place for schools, which will include school visits, virtual workshops and on-site visits when allowed in 2021. Aim to understand the effect of our actions. What we'll lose.</p> <p>To think like a bee, see the world through their eyes, difference between domesticated hives and wild bees.</p> <p>The importance of indigenous, trees, shrubs perennials and wildflowers. Having a year-round food supply with emphasis on spring and autumn. Importance of protecting our wild bees, hoverflies and habitats and lifecycles.</p> <p>Seed saving and propagation.</p> <p>How to put in effective bee/pollinator corridors.</p> <p>Show students they can be part of the solution.</p> <p>We demonstrate what a cultivated bee-friendly garden looks like through the seasons through our online bouquets.</p>
45	<p>Burren Nature Sanctuary</p> 	<p>Signed up July 2019</p> <p>2019</p> <p>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 10th November to keep the sward tight.</p> <p>Our organic status was renewed for the 20th year with IOFGA. Chemicals have never been applied to this land.</p>
46	<p>Butler Community Centre</p> 	<p>Signed up September 2019</p> <p>No update expected for 2020.</p>
47	<p>Buttercup Micro Farm</p>	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
48	<p>Cabra Castle Hotel</p> 	<p>Signed up August 2019</p> <p>No update expected for 2020.</p>

<p>49</p>	<p>Caherbeg Free Range Pork Ltd.</p> 	<p>Signed up May 2018</p> <p>2019</p> <p>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.</p> <p>During A Taste of West Cork Food Festival, 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.</p> <p>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.</p> <p>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.</p> <p>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: https://roaringwaterjournal.com/2019/09/08/forest-bathing/</p>
<p>50</p>	<p>Cairn Homes</p> 	<p>Signed up November 2018</p> <p>2020</p> <p>In our Graydon development in Newcastle, we planted 150 metres of Holly hedging along our development boundary. At our Marketing Suite we rolled out 80sqm of native wildflower meadow turf. Prior to works, we also installed two Bat boxes in a dark corner of a future public park. A core part of the development strategy for the site has been the retention of field boundary hedgerows, some of which follow the alignment of medieval burgage plots.</p> <p>As part of our Shackleton development in Adamstown, we have completed a stream realignment and rehabilitation project. The stream, which previously sat within a deep agricultural channel, has been realigned in a generous open channel along a new street. The stream rehabilitation incorporates weirs for oxygenation, wider sections of channel to support reed vegetation and wet meadow mixes of</p>

		<p>wildflowers along its soft banks. The stream will also be an attractive amenity for residents, with seating and stepped access to the edge of the stream channel.</p> <p>As part of our Whitethorn Village development in Naas, we commissioned a totem that incorporates a bug hotel and as a focal point will raise awareness amongst residents of the importance of the Whitethorn tree to our native flora and fauna. In Whitethorn we also installed 100sqm of native wildflower turf.</p> <p>Our Citywest Quarter development is a high-density apartment development located on the Luas Red Line. Within the courtyards between apartment blocks, we are incorporating wildflower meadows. In Archers Wood in Greystones, we installed Bat boxes along existing hedgerows prior to the commencement of site works and have developed a bespoke seed mix of native creeping wildflowers and grasses for our green walls.</p> <p>In Mariavilla, Maynooth, we are planting over 300 native whips to regenerate a 200-metre length of field boundary hedgerow that we have retained within a linear park.</p> <p>The site-specific projects are bolstered further by our pollinator-friendly strategies across all Cairn schemes. These include:</p> <ul style="list-style-type: none"> • Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens • Native tree planting in open spaces and private gardens • Mixed bulb drifts of pollinator-friendly plants • The provision of a packet of pollinator-friendly bulbs and information to every new homeowner <p>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>
51	<p>Calor Teoranta</p> 	<p>Signed up March 2020</p> <p>An update of actions taken will be provided in future years.</p>

52	<p>Carbery Food Ingredients</p> 	<p>Signed up March 2019</p> <p>2020 Carbery began restoring a walled garden on site in 2019, this work has continued into 2020, where wildflower meadows and trees were planted. We celebrated Biodiversity Day on May 22nd; a newsletter was issued to staff; we also constructed a bug hotel on site as well as distributing plants and wildflower seeds to employees; and held a biodiversity photo competition with over 70 entries. The driveway to our Waste Water Treatment Plant was developed with trees, plants, a variety of bulbs and a phacelia meadow. Our Carbery Greener Dairy Farmers attended a biodiversity workshop to learn about maintaining and enhancing biodiversity at farm level. Lastly, we have conducted a comprehensive biodiversity map of our demonstrator farm at Shinagh, which we hope will become a carbon neutral dairy farm over the next number of years.</p>
53	<p>Cathal O'Meara Landscape Architect</p> 	<p>Signed up January 2019</p> <p>No update provided for 2020.</p>
54	<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>
55	<p>Claremorris Free Range Eggs</p> 	<p>Signed up April 2018</p> <p>No update provided for 2020.</p>

56	<p>Clarus Property Services</p> 	<p>Signed up August 2020</p> <p>An update of actions taken will be provided in future years.</p>
57	<p>Clinic na gCapall</p> 	<p>Signed up June 2019</p> <p>2020 Two more staff members were trained up on the AIPP and materials were provided to them for their personal use. A range of printed materials were purchased on the All-Ireland Pollinator Plan and 30 individuals locally were met with, details of the plan explained and materials issued to suit each individual case. A bee bank has been created on-site, east facing, using soil excavated from a planned pond. Completion of the pond has been delayed due to Covid-19 restrictions, but the bee bank is functional in the interim. It is 5m in length x 1m high. It is planned to manage alternate sections of this bank yearly for mining bees.</p>
58	<p>Clóna Dairy Products Ltd</p> 	<p>Signed up April 2019</p> <p>2020 Clóna Dairy Products is delighted to have signed up to the All-Ireland Pollinator Plan. Clóna's current actions include maintaining trees, hedges and boundaries on site in such a way as to support the pollinators and not interfere with wildlife and bird nesting season. Actions for 2020 include installing bee hotels and planting pollinator-friendly containers and planters around the site in suitable locations. We will continue with our employee awareness training on the importance of the AIPP.</p>
59	<p>Clondanagh Cottage & Farm</p> 	<p>Signed up June 2019</p> <p>No update expected for 2020.</p>

60	<p>Clonmel Enterprises</p> 	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years.</p>
61	<p>Compsey Creamery</p> 	<p>Signed up October 2019</p> <p>2020</p> <p>Initially, we identified the boundaries of our site as areas with established hedgerow. Among the plants that have colonised these areas are bramble, ivy, stinging nettles and elder. These provided food for pollinators from spring to late autumn. Our aim is to continue protecting these areas, by managing them.</p> <p>Mowing of the borders of our grass areas has been reduced to encourage wild plants to grow. Over time, we hope that these will flourish, and the wild flowering plants will attract more pollinators.</p>
62	<p>Conicker Farm Flowers</p> <p>Conicker Farm Flowers</p>	<p>Signed up February 2020</p> <p>2020</p> <p>We are delighted to be supporters of the pollinator plan, as a micro-flower farm that grows our crop without the use of chemicals, the plan's objectives align with our ethos and many of the actions we take. We have provided a number of sites to home bumblebee and solitary bee species, with bee hotels and soil banks close to our flowers, to provide shelter and forage. Many of our flower crops are nectar-rich and early or late flowering, notably foxgloves, borage and phacelia. We have a wildflower area where we encourage native species and a no-mow area of grassland fenced off to provide tufted grass for bumblebees and other insect species. Next year, we are hoping to create 'hoverfly lagoons' to increase the number of these beneficial species in our flower area (and take advantage of their aphid eating larvae!) We use no pesticides in growing our flowers. I am an active member of my local beekeeping association, helping promote pollinator awareness through our beginners' class and talks to schools, something I hope to return to after our current restrictions end.</p>
63	<p>Conroy Crowe Kelly Architects and Urban Designers</p> <p>CONROY CROWE KELLY Architects & Urban Designers</p>	<p>Signed up December 2018</p> <p>2020</p> <p>Conroy Crowe Kelly Architects & Urban Designers continue to support the All-Ireland Pollinator Plan through the considered master-planning of new urban areas. We work with the Landscape Consultants, Ecologists and Engineers to protect and enhance existing areas of bio-</p>

		<p>diversity, but where none exist or can be retained, we have planned for new parks, verges, ecological corridors, ponds and even a ‘bio-wall’ to especially include pollinator-friendly species. We have recently completed a new civic space in Millers Glen, Swords, that is packed with pollinator-friendly trees, shrubs and bulbs, including <i>Pyrus calleryana</i>, <i>Amelanchier lamarkii</i>, <i>Hydrangea paniculata</i> Limelight, Viburnum, as well as 3100 Camassia bulbs and 900 Allium bulbs. We look forward to seeing this space burst into flower in early Spring, and we are currently working on the construction phase of many new green and bio-diverse spaces for 2021.</p>
64	<p>Cool Planet Experience</p> 	<p>Signed up July 2018</p> <p>No update expected for 2020.</p>
65	<p>Corrin Nature Reserve</p>	<p>Signed up December 2019</p> <p>2020</p> <p>We extended our Butterfly and Bee Biodiversity garden and planted more pollinator-attracting plants and shrubs there. We recorded two of the very rare Comma Butterflies there in September 2020. We left areas of the natural boggy hay meadows uncut for the year. Various wildflower meadow, both annual and perennial, have been maintained and added to. Wildflowers were added to all Game crops sown on the reserve. These crops support hundreds of finches, linnets and so many more small birds during the winter months. A patch of Phacelia was sown especially for the bees, which was buzzing all summer. Sunflowers sown also, although the storm toppled most of these but they did attract a huge amount of hoverflies and bees as they recovered. Our pond was planted with some aquatic plants to encourage dragonflies and other pond life.</p>
66	<p>Country Crest</p> 	<p>Signed up December 2016</p> <p>2020</p> <p>Our apiary has increased to seven hives, two which we got from swarms for our original five in 2019.</p> <p>We had a good honey harvest from Spring flowering plants such as OSR, Clover and of course hawthorn blossoms.</p> <p>Our bees did well on a crop of Borage and Phacelia sown nearby.</p>

		<p>We have adopted a no mow policy in all our lawns and cattle paddocks near the apiary during Dandelion flowering season, and this worked well this year.</p> <p>Our designated wildflower area continues to thrive and draws much comment from staff and visitors</p> <p>It gives rise to lots of questions and positive feedback.</p> <p>Our wildlife pond was cleaned up and deepened during Spring this year and now supports mallard, herons and waterhens. We did have a lot of dragon flies in the vicinity also this year.</p> <p>Rather than use herbicides in the grounds and pathways we now use a sustainably sourced mulch.</p> <p>Planting of native tree species is on going where gaps appear in the ditches .</p>
67	Croke Park	<p>Signed up July 2020</p> <p>2020</p> <p>New planting and habitat creation: Our new ‘mitigation and creation’ policy, whereby any works on-site must not only restore any habitat affected during works but must create new habitat, got its first test with a car park extension. As part of the extension, we planted over 40 native trees and hedging plants as well as a wildflower strip, and sowed pollinator-friendly bulbs in shaded areas. We also installed a number of bee bricks and bird nesting-boxes in a newly-built wall.</p> <p>On our turf farm in North County Dublin, our bird cover crop, which we planted at the end of last year, proved a hit not only with birds but with a wide range of enthusiastic pollinators, and we supplemented it with new wildflower planting, yielding an area of vibrant colour and life that attracted pollinators and charmed the pitch team out at the farm.</p> <p>Protecting existing habitat and food sources: We allowed hedgerows on Croke Park Turf farm to grow without human interference and preserved areas of nettle growth</p> <p>Reduced mowing: We reduced the mowing schedule of the grass verges in the car park and were rewarded over the summer months with beautiful colours, and plenty of pollinator activity. We will continue with the reduced mowing schedule of grass verges into 2021.</p>

68	<p>Dale Farm Ltd</p> 	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years.</p>
69	<p>Dave Ryan Landscape Architect</p>	<p>Signed up June 2020</p> <p>An update of actions taken will be provided in future years.</p>
70	<p>Dawn Farm Foods</p>  	<p>Signed Up September 2018</p> <p>2020</p> <p>Our goal is to adopt a 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. In 2019, we completed a 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. We had intended running this programme again in 2020 but for the Covid-19 pandemic. We will look to develop the partnership again in 2021. We have two designated Pollinator areas on our site. The larger area (0.4 of an acre) is close to our wastewater treatment plant and has been allowed develop for over two years. 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>
71	<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"> • Elimination of use of pesticides & herbicides in our ICW. • A reduction of grass & path cutting. • Long flowering meadows were established - with a large portion of both red & white clover dominating areas.

		<ul style="list-style-type: none"> 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. <p>Overall, increased awareness around the importance of helping & maintaining pollinators in our local ecosystems was achieved. Dawn Meats Carrolls Cross is looking forward to carrying out several more actions in 2020 and is hoping to roll the plan out to all group sites within Dawn Meats.</p>
72	<p>Dawn Pork and Bacon</p> 	<p>Signed up May 2020</p> <p>2020 10 bug hotels and bird houses were fitted to the mature trees which line the factory along the north east boundary. We are lucky enough to have land in front of the factory, and we plan on developing a landscape where pollinators can survive and thrive. Before the end of 2020, we plan to plant patches of native trees and plants, which will attract insects, which in turn, will create a natural nesting habitat for pollinators.</p>
73	<p>Deaton Lysaght Architects</p> 	<p>Signed up February 2019</p> <p>No update provided for 2020.</p>
74	<p>DePuy Synthes</p> 	<p>Signed up December 2018</p> <p>No update provided for 2020.</p>
75	<p>Devenish Research Development and Innovation Limited</p> 	<p>Signed up July 2020</p> <p>An update of actions taken will be provided in future years.</p>

76	<p>Diageo Ireland - St James' Gate Brewery</p> 	<p>Signed up September 2019</p> <p>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.</p>
77	<p>DFL Seeds Ireland</p> 	<p>Signed up June 2020</p> <p>2020 DLF has been supplying wildflower seeds to our partner farms in 2020 to boost biodiversity and brighten up their farmyards, ditches and roadways. It is hoped these displays will encourage others to set some wildflower seeds in future.</p>
78	<p>DMC Consulting Limited</p>	<p>Signed up December 2019</p> <p>2020 DMC Consulting Ltd has relished our first year of being a supporter of the AIPP. We have introduced several measures to date, including setting aside habitat for hedgehogs and leaving an area untouched to support insect life.</p> <p>We have also planted an area of 150m² with a mixture of perennial plants to provide forage for pollinators (bees, butterflies, moths, hoverflies, etc.) for as much of the year as possible. We've seen great numbers of pollinators on these during their first Summer while they were still getting established so we are very much looking forward to next year!</p> <p>We have introduced some bird-feeding stations.</p> <p>Finally we are gradually introducing wildlife-benefitting trees which will provide shelter, forage and habitat for a wide range of biodiversity.</p> <p>Plans for next year include setting up a conservation loghive for our native black honeybees and some insect hotels for other creatures. The future is excitingly (bio)diverse!</p>

79	<p>Donnelly Fruit and Veg</p>  	<p>Signed up January 2020</p> <p>2020</p> <p>Donnelly Fruit and Veg is dedicated to doing everything it can to promote sustainability and eco diversity and was proud to join the All-Ireland Pollinator Plan earlier this year. We were very excited to participate in such a worthy cause as it is something we are passionate about personally as well as professionally.</p> <p>Being involved in this project really made our staff more aware of the importance of bees and how their survival is essential to the entire food production industry.</p> <p>We worked with the Manager of Donnelly Farms to choose the right time and location for planting the seeds to have the best chance for successful germination. We decided to plant our wildflower meadow this spring after putting a lot of thought into its location and preparation. We finally chose a location away from the main road that was quiet for the bees as we always have a lot of large trucks coming and going but still visible from the road by passers-by.</p> <p>I am delighted to say the meadow was in the full bloom this summer and was buzzing with happy bees which shows that a little effort goes a long way to ensure the survival of our little friends!</p>
80	<p>Down Business Centre</p> 	<p>Signed up June 2019</p> <p>No update provided for 2020.</p>
81	<p>Doyle Farm</p>	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
82	<p>Dublin Airport</p>  <p>Dublin Airport continued</p>	<p>Signed up August 2018</p> <p>As part of daa's Sustainability Programme and Biodiversity Policy, Dublin and Cork Airports have created wildflower areas around their airport campuses to attract bees, butterflies and other wildlife. Dublin Airport have their own polytunnels and nurseries on-site in the gardening section, potting up to approximately 40,000 plants annually.</p> <p>In 2020, Dublin Airport created wildflower meadows on three key locations around the airport, most notable at the green space outside Terminal 2, while Cork Airport created a wild flower meadow across from the main terminal. As part of our ongoing commitment, daa plans</p>

		on expanding our wild flower program in 2021 at both Cork and Dublin Airport.
83	<p>Dublin City Gin Company</p>  	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>
84	<p>Dundrum Town Centre</p> 	<p>Signed up February 2017</p> <p>2020 In 2020 Dundrum Town Centre planted fruit and vegetables in two large planters on Town Square. We had carrots, scallions, strawberries, cabbage, lettuce among others. Once grown, these were given out to passing customers or enjoyed in the office by some of the staff members. There has also been a recent installation of an external 30m² living wall. The seven beehives on the roof continue to thrive despite a difficult year and we have yielded our third batch of delicious DTC honey.</p>
85	<p>E Quinn Civils Ltd</p> 	<p>Signed up August 2020</p> <p>Although an update is not yet expected, E Quinn Civils did provide an update, but we unfortunately could not access the text</p>
86	<p>Eclipse Ireland</p> 	<p>Signed up September 2020</p> <p>2020 At Eclipse Ireland were delighted to sign up to the AIPP in 2020. Our activity centre is a haven for nature, including many habitats, such as long and short meadows, a lake, trees and orchards. Clover, self-heal and bog pimpernel are common in our short meadow. We abstain from the use of chemicals.</p>

87	<p>Ecoseeds</p> 	<p>Signed up 2016</p> <p>No update provided for 2020.</p>
88	<p>Elavon</p> 	<p>Signed up April 2017</p> <p>2019 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 & 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> <p>We have all been off site with no access to any of our raised beds or any of the outdoor area since March 12th 2020 and therefore can't provide an update this year.</p>
89	<p>Elmpark Green</p> 	<p>Signed up February 2019</p> <p>2019 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 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</p>

		<p>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>
90	<p>Encirc Ltd</p> 	<p>Signed up September 2018</p> <p>2020 We have continued to protect existing pollinator habitats and have also reduced the mowing of grass on our site. We have planted more bee friendly plants and flowers on site and have made some upgrades to our bug hotel.</p>
91	<p>Enniscorthy Enterprise & Technology Centre</p> 	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
92	<p>Envirico</p> 	<p>Signed up April 2019</p> <p>No update provided for 2020.</p>
93	<p>Facebook Data Centre Clonee</p> 	<p>Signed up July 2018</p> <p>2019 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>

94	<p>Fairybush Landscaping Ltd</p> 	<p>Signed up June 2020</p> <p>An update of actions taken will be provided in future years.</p>
95	<p>Fairyhouse Steel</p> 	<p>Signed up July 2018</p> <p>2020 In 2020, Fairyhouse Steel has continued to progress our biodiversity programme as part of our ISO 14001:2015 Environmental Management System. In 2020, the COVID-19 National lockdown meant that we could not roll out our Seeds for Schools programme, where we supply meadow wildflower seeds to a number of local school classes. We hope to be able to continue this in spring / summer 2021 as we continue to help educate young children about pollinators in Ireland. Fairyhouse Steel have also extended our meadow planting area on site, and following on from successful planting of some fruit trees, will add to the diversity of trees on site in 2021. We will also continue with employee awareness of pollinators as part of our overall employee environmental awareness programme in our ISO 14001:2015 Environmental Management system in 2021.</p>
96	<p>Faith Wilson Ecological Consultant</p> 	<p>Signed up February 2019</p> <p>No update provided for 2020.</p>
97	<p>Farmhand</p> 	<p>Signed up November 2018</p> <p>2019 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 & August, providing refuge and sustenance for a huge number and variety of pollinators.</p>

98	<p>Fingleton White</p> 	<p>Signed up September 2020</p> <p>2020</p> <p>Please find an extract below of work that has been taken on so far to support the All-Ireland Pollinator Plan.</p> <p>Virtual Workshop</p> <p>Fingleton White are supporting the Pollinator Plan by raising awareness in our offices. We invited experts to deliver a bespoke workshop to all staff members in October. Dr Fiona MacGowan, a consultant Ecologist and Botanist, delivered a piece on the importance of the All-Ireland Pollinator Plan and its relevance for the daily lives and work of Fingleton White and all its staff. She provided guidance on pollinator-friendly landscaping, planting and management practices that benefit local biodiversity. Brian Gaynor, a specialist in ecological processes, landscape design, community and business planning, discussed ways Fingleton White can incorporate green infrastructure and biodiversity into new developments, and opportunities to support native tree planting projects across the country.</p> <p>We have uploaded the presentation and Q&A transcript to our company intranet. We also re-post the monthly business supporter newsletter to our staff.</p> <p>Pollinator-friendly planting:</p> <p>To support the pollinator-friendly planting action, Fingleton White are organising the purchase of pollinator-friendly wildflower seeds. We aim to distribute seed packets to staff members by next March, just before the planting season begins. The proposed seed packs will contain a vast selection of wildflowers that are in line with the pollinator friendly planting code.</p> <p>Sponsoring Pollinator-friendly Planting</p> <p>The pollinator team at Fingleton White would like to extend our support outside of the office and to our local communities. As a result, we have contacted Laois County Council and Tidy Towns to inquire about ongoing local pollinator friendly initiatives and ways we can contribute to their efforts. We aim to gift a garden centre voucher before the planting season begins.</p>
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99	<p>Finnegans Farm</p>  	<p>Signed up January 2018</p> <p>2020</p> <p>Finnegan's Farm borders the mixed broadleaf woodland known as Balrath Woods. This is a 50-acre wood full of different species of trees, animals & insects. With the aim of extending this space and trying to incorporate an environmentally friendly area on our farm, we have designated the field bordering the wood an environmentally friendly Biodiversity area. We have reduced the mowing of our grassland and cutting of our hedgerows to provide a natural habitat for beneficial insects. We have created a long-flowering meadow rich with wildflowers and erected more than 30 birdboxes in this area. This area is also home to up to 10 beehives and an insect motel which was constructed and decorated with the help of the local national school. The beehives, which we build ourselves are fully collapsible and therefore can be moved to different areas around the farm to ensure the best food source available. Last year, we built up very strong colonies in areas such as oil seed rape, cereals, grass, woodland and cabbage fields. Finnegan's were delighted to be a part of the AIPP 2015-2020 and are looking forward to the next phase of the plan already.</p>
100	<p>Fiserv</p> 	<p>Signed up March 2020</p> <p>2020</p> <p>Fiserv Nenagh is delighted to be part of the All-Ireland Pollinator Plan. Shortly after we signed up in March, the country went into lockdown and all associates in our office moved to working from home. Luckily for us, on our last day in the office we managed to hold true to our plans for setting up wildflower areas in our office grounds. The team planted wildflowers in three large flower beds and also marked out a large no-mowing grass area. We planted some extra wildflowers there too. Over the following summer months, these plots flourished into beautiful wildflower areas. They were fantastically colourful and many bees could often be seen enjoying them. We had planned to engage with local primary schools on the project, to educate on the importance of biodiversity but due to COVID-19 restrictions, this was not possible. However, this is something we hope to do in 2021, along with expanding our wildflower areas and adding bee hotels.</p>

101	<p>Flowers by Ballycreen</p> 	<p>Signed up October 2020</p> <p>An update of action taken will be provided in future years</p>
102	<p>Folens Publishers</p> 	<p>Signed up January 2019</p> <p>2019 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 & pollinator friendly thinking in gardens, schools and parks through our voice in all the schools in Ireland.</p>
103	<p>Fota Island Resort – Golf</p> 	<p>Signed up January 2019</p> <p>No update expected for 2020.</p>

104	<p>FP McCann Ltd.</p> 	<p>Signed up June 2018</p> <p>No update provided for 2020.</p>
105	<p>Frank Ryans Bar</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
106	<p>Fruit Hill Farm</p> 	<p>Signed up February 2019</p> <p>No update provided for 2020.</p>
107	<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>
108	<p>Gannon Homes</p> 	<p>Signed up October 2018</p> <p>2020</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 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</p>

		<p>now build on this success, which will hopefully lead to a wildflower display in summer time! We also updated our signage around the town to new metal signs for longevity.</p> <p>We are building a new housing development at Belcamp, just off the Malahide Road and are aiming to launch our showhouses in November. Our showhouses are being prepared with pollinator friendly planting, areas of wildflower meadows / strips will be implemented. The erection of signage around the development will also be priority and the instalment of bee hotels, bird boxes etc will be in place.</p>
109	<p>Genovese Foods</p> <p>Genovese</p> 	<p>Signed up March 2017</p> <p>No update provided for 2020.</p>
110	<p>Glanbia Consumer Foods</p>  	<p>Signed up November 2017</p> <p>No update provided for 2020.</p>

111	<p>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>
112	<p>Glenpatrick Spring Water</p> 	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
113	<p>Glenpipe Apiaries</p>	<p>Signed up February 2020</p> <p>An update of actions taken will be provided in future years.</p>
114	<p>Grangegorman Development Agency</p> 	<p>Signed up January 2020</p> <p>An update of actions taken will be provided in future years.</p>

115	<p>Grantstown Nurseries Ltd</p> 	<p>Signed up March 2019</p> <p>2020</p> <p>To date, we have introduced several pollinator actions. We began with an inhouse survey of our site where we identified areas of existing importance for food and shelter. Based on this we designated extensive reduced mowing areas around the perimeter lawns of our tomato glasshouses. We manage these wild areas with a simple once a year cut and lift to lower the soil fertility and favour the colonisation by native wildflowers. In April 2019 we planted a series of pollinator-friendly herbaceous borders on site which are admired by our staff and visitors alike. During summer months this area is alive with bees, butterflies, and hoverflies. We will soon increase the food for pollinators with the addition of several hundred pollinator plants grown locally WIT horticulture graduate Sean Keane.</p> <p>Our main goal for 2021 is to increase our staff involved with the pollinator plan. We will provide them with printed AIPP publications and are planning a series of workshops from spring through to autumn.</p> <p>The following are staff workshops we are considering:</p> <ul style="list-style-type: none"> • AIPP awareness day • Bee hotel construction • Pollinator plant propagation • Wildflower seed saving <p>Keep an eye on our Twitter account for tweets about our pollinator plan in the year ahead.</p> <p>https://twitter.com/grantstowntoms</p> <p>http://grantstownnurseries.ie/</p>
116	<p>Granville EcoPark Limited</p> 	<p>Signed up July 2018</p> <p>2019</p> <p>Since creating our onsite “Bee Garden” at Granville EcoPark last year, the space has truly flourished.</p> <p>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.</p> <p>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.</p> <p>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.</p>
117	<p>Greencoup Ltd/Karma</p> 	<p>Signed up October 2019</p> <p>No update provided for 2020.</p>

118	<p>Griffins Garden Centre Ltd</p> 	<p>Signed up June 2019</p> <p>No update provided for 2020.</p>
119	<p>GUI National Golf Academy</p> 	<p>Signed up January 2019</p> <p>No update expected for 2020.</p>
120	<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>
121	<p>Hawthorn Nurseries & Landscaping Ltd</p> 	<p>Signed up March 2019</p> <p>2019 Shannonbridge Roundabout, Limerick – with Limerick Self Storage, wild flower & 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>

122	<p>HMBO Solicitors LLP</p> 	<p>Signed up March 2020</p> <p>An update of actions taken will be provided in future years.</p>
123	<p>Heineken Ireland</p>  	<p>Signed up October 2019</p> <p>2019</p> <p>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>
124	<p>Helsinn Birex Pharmaceuticals</p> 	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>
125	<p>Holbein Carpentry and Joinery</p>	<p>Signed up June 2020</p> <p>2020</p> <p>Holbein Carpentry and Joinery proudly became a supporter of the AIPP in 2020. The actions which we are undertaking are:</p> <ul style="list-style-type: none"> • Pollinator-friendly mowing regime, reducing the frequency of mowing, we have a beautiful clover lawn which is cut at 6-week intervals, providing food for bees • A long-flowering meadow, this provides a habitat for bumblebees to nest • Clover lawn • Pollinator-friendly container. This contains nasturtiums, calendulas, chamomiles, poached egg plant and African Daisy and is appreciated by both human and bee visitors.

		<ul style="list-style-type: none"> • Earth-banks for solitary bees. This provides a place for mining solitary bees to lay their eggs. <p>A sign has been put up to highlight to visitors the company's dedication to helping pollinators. We hope to add to this list of actions in the near future.</p>
126	<p>Honey Coffee Roasters</p> 	<p>Signed up July 2020</p> <p>An update of actions taken will be provided in future years.</p>
127	<p>Horticulture Consultants Ireland Ltd</p>	<p>Signed up February 2019</p> <p>No update provided for 2020.</p>
128	<p>Icon Clinical Research</p> 	<p>Signed up June 2018</p> <p>No update provided for 2020.</p>
129	<p>Intel Ireland</p> 	<p>Signed up in 2016</p> <p>2020 In 2020, Intel continued its focus on biodiversity. In February, representatives from Intel provided a presentation to an MSc. class in Conservation from Trinity College Dublin to share business learnings on what businesses can do in relation to biodiversity. We planted another wildflower meadow located in front of the IR6 cafe. During the year we had some construction activities on site and as areas were being reinstated, we ensured that the landscaping plans included pollinator friendly planting. Intel again ran its Pride of Place competition with support given to two projects, Leixlip Tidy Towns to support a 'Tree Trail' and Maynooth Flower and Garden Club. In November, 288 employees carried out a volunteering activity making up bird boxes, bat boxes and bug boxes. The boxes were made from Certified FSC® Mix and use wood from responsible sources, certified (FSC® C007915). These boxes were donated to the local Tidy Towns. We also expressed our support for the new EU project on pollinator conservation: iPoll: Integrating people and pollinators to address wild pollinator decline. And provided feedback to Ireland's National</p>

		Biodiversity Action Plan under the EU Horizon 2020 project. Our Friends of the Rye River continued to meet and the annual limnological study was carried out.
130	<p>Ireland Beeswax Wraps</p>  <p>Ireland Beeswax Wraps</p>	<p>Signed up September 2019</p> <p>2020</p> <p>Our office workspace has stopped mowing 1 acre which we have planted with wildflowers. Both annual and perennial. We have also supplied businesses with wildflowers to do the same at their place of work. And answered many calls and questions about how to successfully make a pollinator garden. We have advocated for Irish pollinators on our social media (surrounding not mowing and other facts) to our 6,500 followers combined on FB and insta.</p>
131	<p>Irish Country Meats Camolin & Navan</p> <p>Add OG logo</p> 	<p>Signed up January 2019</p> <p>2020</p> <p>Irish Country Meats are delighted to have signed up to the All-Ireland Pollinator Plan. During 2020 a dedicated biodiversity area was created on our site in Camolin, Co. Wexford. To create our Biodiversity area, we got to work with sowing pollinator-friendly shrubs and flowers with two Bee hotels also installed. We are really excited that these actions will attract insect pollinators to our site.</p> <p>In 2021, we will continue to grow our Biodiversity presence by sowing a pollinator-friendly wildflower meadow. In addition to the Bee hotels we currently have, we will also introduce butterfly towers to support and increase the local butterfly population. By creating a pollinator-friendly grass cutting regime; we will reduce the number of cuttings that currently take place to protect the new insects we have attracted.</p> <p>ICM will continue to work to increase biodiversity awareness on our site. To help increase Biodiversity in the community during national Biodiversity Week, we will distribute wildflower seeds to employees and provide information on pollinator-friendly plants and flowers that they can grow in their own gardens.</p>
132	<p>Irish Distillers Limited</p> 	<p>Signed up November 2018</p> <p>No update provided for 2020.</p>

133	<p>Irish National Stud & Gardens</p> 	<p>Signed up May 2018</p> <p>No update provided for 2020.</p>
134	<p>Irish Register of Herbalists</p> 	<p>Signed up September 2018</p> <p>2020</p> <p>St Anne’s Physic Garden: Our Physic garden, which is situated within the walled garden of St Anne’s Park, is well sheltered and continued to thrive this year, providing a valuable food source and diverse habitat for all our pollinators who frequent our garden on almost an all year round basis. We have almost 200 different herbs along with native wildflowers . This large variety of plants provide us with flowers on almost a continuous basis.</p> <p>With so many herbs flowering at different stages of the year it ensures a constant supply of nectar and pollen, which supports the different pollinators throughout the year.</p> <p>Thanks to the bumblebees, bees, butterflies, hoverflies, dragon flies, moths which frequent our Physic garden making it a haven for biodiversity.</p> <p>Our work will continue in the Spring, with 200 new Lavender plants going into beds.</p>
135	<p>ISME Ltd</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
136	<p>Janet Dillon Pharmacy</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
137	<p>Janssen Supply Chain Ireland</p> 	<p>Signed up March 2018</p> <p>2019</p> <p>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</p>

		<p>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&J Campus Ireland.</p>
138	JCR Lenehan Ltd	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years.</p>
139	<p>JLL Ireland</p> 	<p>Signed up June 2019</p> <p>2020</p> <p>In March 2020, five bee hives were positioned onto the roofs of Block A and B Riverwalk, Citywest. Our Beekeeper Brendan Dowling of AABees has been managing the hives on a weekly basis and on the 2nd October the honey from the hives was harvested.</p> <p>One hive performed extremely well, three performed well and one hive just collected enough honey to support itself. The five hives have produced 60 jars of honey.</p> <p>In 2021 JLL will work to increase our pollinator-friendly actions and raise awareness of the importance of pollinators in our organization. In 2021, we will introduce a wildflower garden to Riverwalk Citywest and we hope to place more bee hotels in other locations approved by our clients.</p>
140	John Doyle Funeral Director & Publican	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
141	John G. Rathborne Ltd	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years.</p>

142	<p>Joseph Brennan Bakeries</p> 	<p>Signed up October 2019</p> <p>2020 Joseph Brennan Bakeries are proud to be part of the All-Ireland Pollinator Plan, and to be helping in a small way to the overall effort. In 2020, we installed flower barrels outside our main offices, plus hanging baskets and a flower bed at the front of our security office. We have agreed to sponsor outdoor bee / pollinator educational signage for a local golf club to support them as they install two fully populated bee hives. We have updated our website www.brennansbread.ie to include the All-Ireland Pollinator Plan Business Supporter logo, which when clicked on, brings any visitor to the www.pollinators.ie website. We are committed in spring-time 2021 to the planting of lavender plants in some of our common areas and to the development of bug motels from old bread boards and to their deployment around our facility in Walkinstown.</p>
143	<p>KARE</p> 	<p>Signed up April 2019</p> <p>No update provided for 2020.</p>
144	<p>Keelings Farms</p> 	<p>Signed up July 2019</p> <p>2020 As 2020 is an unusual year and Keelings have not been hosting any social events, the Keelings company has been using their social media outlets to highlight the importance around pollinators and the threats our pollinators are facing (i.e. online growers blogs and online video blogs, highlighting how a successful farm can function with no-mow verges, wildflower preservation sites, our integrated native wildflower borders expanding every year. Our dedication to increasing our Native honey Bee population across two counties). We have a dedicated Team to find and integrate systems that work for both food security and our natural capital. We cannot express enough how bees and other pollinators are extremely important to us here in Keelings farm and our team is driven to share this with everyone. All of our plants grown commercially in Keelings rely on pollinators. As a business we have set up Large Areas of Wildflower to support our wild pollinators and beneficial insects. We have adopted a minimum</p>

		mow policy along our verges and headlands across our farm. We also maintain official areas of wildflower preservation on our farm.
145	<p>Kennedy Wilson residential – Clancy Quay & Sandford Lodge</p> 	<p>Signed up August 2019</p> <p>No update provided for 2020.</p>
146	<p>Kia Ora Mini Farm Ltd</p> 	<p>Signed up July 2018</p> <p>2020</p> <p>Kia Ora Mini Farm continues to maintain wildflower corridors in our forest, which was planted about 10 years ago. We are encouraging wildflowers and fauna and the majority of the trees are native to Ireland. We have installed insect, bee and butterfly houses in prime locations and these appear to be leading to an increase in bees and butterflies around the farm.</p> <p>We have planted pollinator-friendly flowers, such as lavender and lilac, which also create a fantastic smell around the farm. We have installed new planters at the entrance to the farm and these are rotated throughout the seasons to ensure that there are always plenty of flowers for pollinators.</p> <p>We have continued to maintain our window boxes and hanging baskets.</p> <p>We have reduced grass cutting in areas, allowing our animals to keep the grass to a minimum, whilst allowing parts of the ditches and divisions to grow wild. We have reduced hedgecutting and weed spraying around the farm.</p>
147	<p>Killaha Holidays</p>	<p>Signed up September 2020</p> <p>2020</p> <p>Killaha Holidays were delighted to sign up to the AIPP in 2020. Our business is a haven for nature, including many habitats, such as native oak woodland, river, seashore and grass meadows.</p>

148	<p>Kilsaran International</p> 	<p>Signed up March 2019</p> <p>No update provided for 2020.</p>
149	<p>Kinahans Whiskey</p>  	<p>Signed up September 2018</p> <p>No update provided for 2020.</p>
150	<p>Kinsale Mead Co</p>  	<p>Signed up March 2019</p> <p>2020</p> <p>We make Mead, fermented from honey and fruit at our meadery (Ireland's first in 200 years) in Kinsale. We do tours and tastings at the meadery, a mixture of mead history, bee history in Ireland, bee and honey education, raw honey tasting, making of mead and finishing with mead tasting.</p> <p>We expanded our use of Irish honey this year in our mead making, with our third batch of 100% Irish wildflower mead. We were delighted to receive a Blas na hEireann award for this mead at 2020 awards in October. We also continue to educate people on the challenges facing our honeybees in Ireland through our meadery tours and we use two different Irish honey types (wildflower and heather) in our honey tasting section on the tour. Tasting raw unfiltered honey is a real eye opener for many of our visitors. We are also continuing to use large A2 blow ups of the All-Ireland Pollinator Plan fact sheets for our tour visitors. Our mini bee garden outside the meadery flowered really well this summer and we saw an increased number of bumblebee types. We completed another collaboration with a local artist to create a large wall</p>

		tapestry depicting the Bee Laws or <i>Bechbretha</i> from medieval Ireland, when our honeybees were protected by a series of laws that were a subset of our Brehon Laws. We plan to roll this out as part of our 2021 meadery tour offering and we believe it will be an inspiration for people to support pollinator and bee protection plans when they realise our honeybees were more protected in medieval Ireland than they are now.
151	KRA Renewables 	Signed up March 2019 No update provided for 2020.
152	KSG Catering Ltd  	Signed up June 2018 No update provided for 2020.
153	L. Mulligan Grocer L . MULLIGAN . GROCER.	Signed up September 2019 No update provided for 2020.
154	Lakeland Dairies Bailieborough 	Signed up June 2019 2020 As one of Ireland's largest dairy co-operatives, we have a responsibility to safeguard our local environment. Lakeland Dairies has always been proactive in our environmental efforts and in 2020 we have become just as proactive in terms of our local biodiversity conservation and enhancement. Our Environmental team have been busy this year as our apiary arrived on-site, with 10,000 new employees. In 14 weeks, our initial hive of

		<p>10,000 European Black Honey Bees had grown into 4 hives of thriving pollinators. After a couple of stings and many enjoyable summer evenings, we successfully harvested 80 jars of our very own wildflower honey. This was a great awareness tool as we handed out jars of honey to senior management and the employees, along with a summary of actions they can take to improve their own local pollinators. We also have a notice board on site that we include the monthly AIPP newsletters and we also have a list of pollinator friendly practices employees can adopt i.e. planting wildflowers, creating pollinator strips, planting trees/hedges, increasing field margins and reducing the use of pesticides/insecticides. Being part of the AIPP encourages us to do more in terms of reversing biodiversity loss and ecosystem collapse, whilst also giving us a worthwhile and enjoyable project during the ongoing Covid-19 pandemic.</p>
155	Landmark Designs Ltd	<p>Signed up March 2019</p> <p>No update provided for 2020.</p>
156	<p>Lidl Ireland</p>  <p>Lidl Ireland continued</p> 	<p>Signed up September 2018</p> <p>2020</p> <p>At Lidl, Protecting the Environment is one of the core pillars of our ‘A Better Tomorrow’ CSR strategy. This year, we have been expanding our bee-friendly plant range, developing habitat areas at our distribution centres and continuing to build on our supply chain practices, along with:</p> <ul style="list-style-type: none"> • Committed to a native tree planting partnership with the Department of Agriculture, Food and the Marine. The ‘Woodland Environmental Fund’ (WEF) initiative sees Lidl plant over 82,000 trees across Ireland in 2020. The first of the native woodland sites was planted in March 2020 in Co. Westmeath. This site is home to almost 33,000 native trees, comprising Oak, Rowan, Alder, Birch and others native to Ireland. • Opened our first pollinator-friendly store, developed in conjunction with local community group, East Cork Biodiversity Networking Programme (ECBNP), the first of these innovative developments has been positioned in the surrounds of our Youghal store. With features including an insect hotel, wildflower planting and reduced mowing practices. A further 3 stores joined this initiative, with plans in place to develop our pollinator-friendly practices at

		<p>suitable stores with adequate green spaces. We have continued to build green roofs for selected new store builds which don't have solar panels.</p> <ul style="list-style-type: none"> • Customer awareness initiatives on making gardens more pollinator friendly through our communication channels and products.
157	Limerick Self Storage	<p>Signed up March 2019</p> <p>No update provided for 2020.</p>
158	<p>Little Green Growers</p> 	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
159	<p>Living Design Landscapes Ltd</p> 	<p>Signed up April 2020</p> <p>An update of actions taken will be provided in future years.</p>
160	<p>Lottie Dolls</p> 	<p>Signed up July 2017</p> <p>No update provided for 2020.</p>
161	Loughnane's Family Butchers	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
162	Love Supreme	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>

163	<p>Lufthansa Technik Shannon Ltd</p> 	<p>Signed up June 2020</p> <p>An update of actions taken will be provided in future years.</p>
164	<p>Machado Men's Grooming</p> 	<p>Signed up March 2019</p> <p>No update provided for 2020.</p>
165	<p>Manor DIY</p>	<p>Signed up November 2019</p> <p>No update provided for 2020.</p>
166	<p>Mattest</p> 	<p>Signed up September 2018</p> <p>2019 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>
167	<p>McAuliffe Pig Farms</p> 	<p>Signed up April 2019</p> <p>2020</p> <ol style="list-style-type: none"> 1. A large unused area was sown with mustard and phacelia to make a large pollinator plot (Figure 1) 2. The verge outside the gate of one of the farms received fresh topsoil and was then sown with a native wildflower seed mix (Figure 2) 3. A new bank was constructed along the entrance of one farm and was planted with hazel, spindle, rosa rugosa, holly, sorbus and cherry 4. A new whitethorn hedge was planted with approx.. 150 plants (Figure 3)

		5. We continually updated our social media channels with updates on #AllIrelandPollinatorPlan actions
168	<p>McAuliffe Trucking Ltd</p> 	<p>Signed up April 2019</p> <p>2020</p> <ol style="list-style-type: none"> 1. The grass verge outside our premises was replaced with a native wildflower seed mix 2. Pollinator friendly planters featuring phlox, salvia and cosmos 3. New plants were planted in our existing shrub beds (lavender, cotoneaster & sedum) 4. A new tree was planted (Sorbus Joseph Rock)
169	<p>McBride Fishing</p> 	<p>Signed up September 2019</p> <p>2020</p> <p>Erected a bee hotel and two bird houses.</p>
170	<p>McCormack Family Farms</p>  	<p>Signed up November 2018</p> <p>No update provided for 2020.</p>
171	<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>

		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).
172	<p>Meade Potato Company</p>  	<p>Signed up May 2018</p> <p>2020</p> <p>The extensive planting of wildflowers in the spring on the Meade Farm has helped build up the bees and expand the hives. It had originally been planned to make the wildflower planting into a CSR volunteer day for Meade employees but with Covid we had to cancel this. We will put that back on the agenda in 2021 hopefully, but regardless will endeavour to plant more wildflowers on the farm.</p> <p>Our outreach programme for the schools had to be cancelled due to Covid but we did manage to include an introduction to our bees on the few tours we had on the farm before the restrictions for Covid necessitated their cancellation. Based on the great reaction to the plexiglass viewing hive, we had at our last Family Fun Day in 2019 and the interest in the behaviour of bees solicited by our tour visitors, we believe that when school tours resume (hopefully in end 2021!), the bees will be a huge hit.</p>
173	<p>Medite Smartply</p> 	<p>Signed up November 2019</p> <p>2020</p> <p>Medite Europe DAC recognises the importance of integrating biodiversity into all stages of its planning and development. A new initiative started in 2020, promoting environmental awareness in local schools, is a project where Medite commissioned a local carpenter to build six Bug Hotels, manufactured from Medite's own Medium Density Fibreboard Hotels, were to be distributed to two local primary schools, aiming to teach young children the value of important themes on the environment, biodiversity and sustainability. The remainder were to be located at each factory site and also at our UK sales office. Due to COVID19 restrictions, this was postponed, however one hotel is installed in Smartply. Medite has also commenced preparing 3 locations for wildflower plantation, this will be completed in 2021.</p> <p>Medite are aware of the importance of the native black honeybee in Ireland and the threats from hybridisation due to the imports of sub species and exotic pests are a constant risk. As Tipperary is a designated</p>

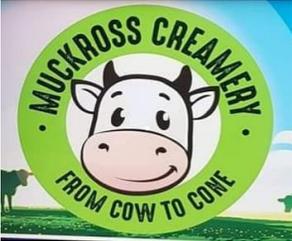
conservation area for the native black bee, Medite have provided an apiary site to a local beekeeper.
Several projects were carried out at Smartply. See list below:

List of Actions		SmartPly
1	Protect areas that are already providing food and shelter for pollinators	2020-Q2
2	Mow 1/3 of all grassy areas under a pollinator friendly regimen	2019-Q1
3	Create a long-flowering meadow	2020-Q
4	Plant a clover lawn	
5	Pollinator friendly containers	
6	Plant pollinator friendly bulbs	2019-Q3
7	Plant pollinator-friendly trees and shrubs	2020-Q3
8	Create a pollinator-friendly flower bed	
9	Plant a native wildflower meadow	
10	Hedgerows for pollinators	
11	Create earth banks for solitary mining bees	2016-Q1
12	Drill holes in wood	2020-Q2
13	Install a bee hotel	2020-Q2
14	Eliminate the use of herbicides	2017-Q4
15	Adopt pollinator-friendly pesticide code	2018-Q4
16	Raise awareness in your Supply Chain	
17	Raise awareness in the Local Community	
18	Raise awareness in the Workplace	

174	<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</p>
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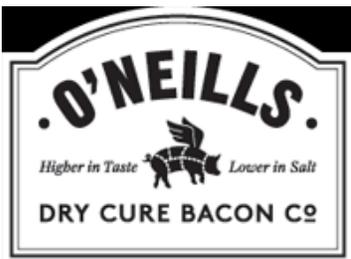
		<p>Ireland, Green Aware & a local beekeeper. At the end of the week Merit hosted a quiz and 10 staff were rewarded with a €20 gift voucher for a local garden centre.</p> <p>Also, this year, Merit Medical began phase 1 of our biodiversity upgrades. With the support of our landscaping contractor, Merit upgraded 3 of our flower beds with pollinator-friendly plants.</p>
175	<p>Michelle Delaney Herbalist</p> 	<p>Signed up September 2018</p> <p>No update provided for 2020.</p>
176	<p>Millbee Studio</p> 	<p>Signed up March 2019</p> <p>No update provided for 2020.</p>
177	<p>Milverton Landscapes</p> 	<p>Signed up October 2018</p> <p>No update provided for 2020.</p>
178	<p>Mo Bhia Duit</p> 	<p>Signed up January 2019</p> <p>No update provided for 2020.</p>
179	<p>Molex Ireland Ltd</p> 	<p>Signed up April 2019</p> <p>No update provided for 2020.</p>

180	<p>Molloys Abbeytown Ltd Honest Bakery</p> 	<p>Signed up August 2019</p> <p>No update provided for 2020.</p>
181	<p>Monsport Ltd.</p> 	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years.</p>
182	<p>Morleys Garden Centre</p>	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>
183	<p>Mosney Village</p> 	<p>Signed up July 2019</p> <p>2020</p> <p>Over the course of 2020, Mosney Village has worked to create a village where pollinators can survive and thrive. In March, our new Landscape Gardener joined the team and immediately set to work on key areas around the village. Along with the wildflower meadow planted in September 2019, further areas of meadow were planted to be more attractive for pollinators.</p> <p>Our Landscape Gardener has begun to modernise areas of the village, adding new planting schemes with the likes of Berberis, Mahonia, Crocosmia, Hawthorn, Blackthorn Holly and Privet. This will be beneficial for our pollinators, along with our more mature and long-established plants. He has also begun to rejuvenate all existing planting beds, which will encourage new flowering stems for the year ahead. We have 18 new trees being planted in mid-November, which will be beneficial to our pollinators this coming spring as they are attracted to <i>Prunus Kanzan</i>. We also have new plants arriving shortly such as Ribes Privet Laurel.</p> <p>Furthermore, as part of the 2020 plan, a large planting bed at the entrance to Mosney Village will be upgraded. This will include a diverse range of plants beneficial to our pollinators, such as Hyacinth, Allium, Daffodils, Crocus and Lavandula.</p>

184	<p>Mr Jeffares Blackcurrants</p>  	<p>Signed up September 2018</p> <p>No update provided for 2020.</p>
185	<p>Mrs. C's Herbs and Candles</p> 	<p>Signed up April 2019</p> <p>No update provided for 2020.</p>
186	<p>Muckross Creamery</p> 	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>
187	<p>Newbridge Foods Ltd.</p> <p>Newbridge Foods Limited</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 and planted</p>

		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.
188	<p>Newgrange Gold</p> 	<p>Signed up November 2018</p> <p>2019 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>
189	<p>Niks Tea Limited</p> 	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
190	<p>Northstone Materials Division</p> 	<p>Signed up September 2018</p> <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 in recognition of these areas as biodiversity and pollinator rich zones. Northstone are advocates for</p>

		highlighting the biodiversity importance of the mineral extractive industry and will continue to promote this.
191	<p>Novokem</p> 	<p>Signed up November 2016</p> <p>No update provided for 2020.</p>
192	<p>O'Donnell Furniture Makers</p> 	<p>Signed up June 2018</p> <p>No update provided for 2020.</p>
193	<p>Old Velos</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
194	<p>Oliver Carty ULC & VOA Foods LTD</p> 	<p>Signed up August 2019</p> <p>2020</p> <p>Oliver Carty are proud to be part of the All Ireland Pollinator Plan. The company is actively working to show our support and develop a pollinator-friendly site.</p> <p>We have reviewed our green areas on site and identified a large number of existing pollinators with plenty of activity already in place.</p> <p>The green areas have also got plenty of new pollinating shrubs and trees added to the existing landscape and a new herb bed was created with thymes, Lavenders, Rosemary and more.</p>

		We will now continue to build on the work we have started to improve our Biodiversity and look forward to supporting the All-Ireland Pollinator Plan.
195	<p>Ollys Farm</p>  <p>Ollys Farm continued</p>	<p>Signed Up January 2019</p> <p>2020 Since the last update Olly's Farm has increased their number of beehives around South Dublin and North Wicklow up to 180, while being careful to have them well spread out, so as not to over-compete with existing pollinators. We have actively encouraged customers and members of the public to be more aware about the National Pollinator Plan and are always telling people to visit the website to see how they can help. Lots of people are starting to leave their gardens a bit more wild, cutting the grass less often and leaving areas go wild and over grown for out pollinators. On the farm we've planted more trees, in the veg garden this year we sowed phacelia and borage in along with the potato beds, this was a fantastic success, it kept the weeds at bay between rows and encouraged lots of different pollinators to visit including my honeybees. We plan on doing this every year from now on. This year we left our hay making until the middle of August so the pollinators and nesting birds got the most out of the flowers growing through the sward.</p>
196	<p>O'Neills Dry Cure Bacon Co</p>  	<p>Signed up October 2018</p> <p>2019 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. 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>
197	<p>PestPlus Ltd</p> 	<p>Signed up September 2020</p> <p>2020 As a Pest Management company, we have always had a strong commitment to Biodiversity. We were nervous about a contradictory message. Pest Control V's promoting Pollinators and Biodiversity.</p>

		<p>We made the leap to flaunt our philosophy, restrictive use of Pesticides. On World Bee Day we launched our BEE FAIR Corporate, Social Responsibility Programme and within this was our joining of the All-Ireland Pollinator Plan. We allow our team time off throughout the year as reading/learning days to allow us the opportunity to gain and share knowledge of promoting, pollinators, wildlife, and biodiversity. All our team dressed up in Bee Costumes for the day to promote World Bee Day. We set out a Social Media Strategy to share information on BEE Welfare and the messages of the All-Ireland Pollinator Plan. This was reflected on a revamped website.</p> <p>We created a Bee Garden in a family home. Visiting customers, we leave a Pollinator Friendly gift bag to encourage children to get involved. We have produced various literature and leaflets that we distribute to households and commercial customers.</p> <p>We continue to use the message of restrictive use of all Pesticides and constantly research other options to manage pests and invasive species.</p>
198	Peter Cuthbert Horticultural Services	<p>Signed up October 2018</p> <p>2020</p> <p>‘Embracing change and making it become reality’ is the best description of what I do in support of the All Ireland Pollinator Plan as National Biodiversity Pollinator Champion</p> <p>The winter of 2019/2020 was wet and warmer and it was noticed that Bumblebee Queens were visiting Mahonia in November, December and January . About 3rd week of February <i>Salix caprea</i> started to flower and I noted over the following weeks a succession of male and female plants in flower up till May. Now in November, I am preparing to take batches of cuttings from the willows most liked by pollinators, with the aim of producing plants with early and late flowering periods, thus providing staggered resources for pollinators at the critical breeding period, process to be repeated in 20/21 and following years</p> <p>As COVID19 caused close down, I set up a public Facebook page on Pollinator Plants by Month. 6 months later, on the way to 1,500 members, weekly updates of photos and technical information</p> <p>Throughout the year I engaged with a number of Local Authorities including Meath, Leitrim, and Westmeath in relation to pollinators .</p>

		<p>Working with Gannon Homes, a range of pollinator schemes for public open spaces were initiated, incl meadows, pollinator bulbs (no daffodils) and a range of ornamental plants liked by insects</p> <p>My garden is a test plot for pollinator plants, started looking at resources for Moths and Leafcutter Bees.</p> <p>Roll on the new All Ireland Pollinator Plan 2021-2025!</p>
199	<p>Petigo Bandanas</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
200	<p>Pfizer Grange Castle</p>	<p>Signed up June 2020</p> <p>2020</p> <p>Biodiversity at Pfizer Grange Castle just getting started!</p> <ul style="list-style-type: none"> • Commissioned an extensive expert Biodiversity Report with accompanying 5-year Action Plan (2020) • Renewed our on-site Biodiversity Team as subset of the Overall Site Sustainability Team (2020) • Joined All-Ireland Pollinator Plan (2020) • Some examples of current projects/plans in progress to improve and develop biodiversity on site <ul style="list-style-type: none"> ○ Development of pollinator planting around site including proposed new native orchard. (Autumn 2020/Spring 2021) ○ Purchased equipment and materials for a new Apiary to introduce two Honeybee Hives on site with the help of local beekeepers working on site (Spring 2021) ○ Proposed changes to on-site grass area management with reduce mowing to allow native pollinator plants to bloom and associated habitats develop (Spring 2021) ○ Working with on-site landscape contractors towards the reduction and elimination of use of Pesticides (Autumn 2020/Spring 2021)

		<ul style="list-style-type: none"> ○ Enhancing local habitat areas on site by planting Acorns (Oak Trees) in shelterbelt areas ((Autumn 2020)
201	<p>Pfizer Upjohn Ireland Pharmaceuticals</p> 	<p>Signed up February 2020</p> <p>An update of actions taken will be provided in future years.</p>
202	<p>Portmagee Distilling and Brewing Company Ltd</p> 	<p>Signed up April 2018</p> <p>2020: Portmagee Whiskey is an Irish Whiskey company based in Portmagee, Co. Kerry in a rural location currently constructing a micro-distillery and visitor experience centre around a disused RIC Barracks overlooking the entrance to Portmagee Village. Portmagee Whiskey continued its registration as a Bord Bia Origin Green Company with sustainability goals, including actions for supporting Pollinators. Portmagee Whiskey planted a native Irish woodlands as part of the Neighbourwood Scheme comprising 5,340 trees including Oak, Birch, Rowan, Hazel, Alder and Scots Pine. Portmagee Whiskey installed its first Bee Hotel. This is a precursor to a more ambitious future pollinator friendly plan where areas within the native woodlands are to be planted with wildflowers seeds developing a large pollinator friendly area as part of a nature trail within the overall visitor experience.</p> <p>Actions planned for 2021: Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands. Appropriate signage placed to inform people of the All-Ireland Pollinator Plan.</p> <p>Future Long-term Plans: Development of Bee Colony and Honey collection for spirits production. Development of 'PortmaBee Village' - Recreation of miniaturized Portmagee Village streetscape but designed for Pollinators.</p>
203	<p>Portsalon Luxury Camping</p> 	<p>Signed up December 2018</p> <p>No update expected for 2020.</p>

204	<p>Pritchitts A Lakeland Dairies Company</p> 	<p>Signed up December 2016</p> <p>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.</p> <p>We continue to provide support and guidance to our farmers to help them support pollinators through reducing their environmental impact.</p>
205	<p>Quinn Building Products</p> 	<p>Signed up January 2019</p> <p>2020</p> <p>The areas in which we planted our early flowering bulbs and pollinator-friendly native trees during the initial phase of works in 2018 was found to require additional drainage improvements as some of the planted trees and flowers did not perform as well we had hoped. Consequently, we undertook drainage works during the summer in the affected area to give them the best possible start in the following growing season. We replanted a large number of bulbs and replaced any of the native cherry trees that had failed.</p> <p>These actions proved successful and produced a good flourish of cherry blossom and early spring flowers that were alive with a myriad of different insects. The trees also produced a considerable amount of fruit which the birds happily ate.</p> <p>The use of pesticides was reduced on the sites by around 80% by opting to bark mulch or strim areas that had been controlled by spraying in previous years.</p> <p>The lawn mowing schedule was adjusted in some selected areas by extending it out from weekly to 6 weekly intervals which allowed naturally occurring native plants in the seed bank to flower and set seed.</p>
206	<p>Quinn Packaging</p> 	<p>Signed up January 2019</p> <p>As above</p>

207	<p>Radharc Landscaping</p> 	<p>Signed up June 2019</p> <p>No update provided for 2020.</p>
208	<p>Ramon Kitchen</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
209	<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>
210	<p>Redlough Landscapes Ltd</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
211	<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</p>

		<p>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 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>
212	Relaxing Garden	<p>Signed up April 2019</p> <p>No update expected for 2020.</p>
213	<p>Rigney Bros</p> 	<p>Signed up July 2019</p> <p>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>

214	<p>Riverstown Family Practice</p> 	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
215	<p>Roadbridge</p> 	<p>Signed up July 2020</p> <p>2020</p> <p>Roadbridge is delighted to have become a supporter of the All-Ireland Pollinator Plan and where possible, we have prioritised implementation measures to promote pollination on our projects.</p> <p>On one of our flagship projects, the North Runway Construction Project 2 at Dublin Airport, we installed a large pollinator-friendly wildflower meadow in the compound of native wildflowers.</p> <p>We used native seed bombs, providing compensatory habitat to birds and bee populations in the area.</p>
216	<p>Rocker Organic Farm</p> 	<p>Signed up September 2018</p> <p>2019</p> <p>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>
217	<p>Rohan Estate Management Ltd</p> 	<p>Signed up July 2020</p> <p>An update of actions taken will be provided in future years.</p>

218	<p>Ronan Mac Diarmada & Associates Ltd.</p> 	<p>Signed up October 2018</p> <p>No update provided for 2020.</p>
219	<p>RTÉ</p> 	<p>Signed up June 2019</p> <p>2020</p> <p>We have succeeded in creating a new pollinator-friendly pod at our new main entrance. This is a highly visible area, with a lot of traffic and is well signed using your templates. We would hope it gives good publicity to the initiative.</p> <p>We have also continued to support a PHd research student from Trinity college by creating multiple test sites. This research is investigating the ground bee habits around different soil types.</p> <p>Finally, we have implemented further reduction in grass cutting in boundary areas to support pollination friendly areas.</p>
220	<p>SAMCO Agricultural Manufacturing Ltd.</p> 	<p>Signed up May 2020</p> <p>2020</p> <p>We recently built our new premises in Adare, Co. Limerick. We are conscious of the environment and decided to have additional lawn space and have two wildflower areas. We sowed a mixed-species wildflower patch in the spring of 2020 which saw a large amount of activity all summer and into autumn. We have the plans to have a large area out the back of the premises which will encourage more activity. Other actions taken this year have been delaying the cutting of the lawns to allow clover and dandelions to flower, protecting hedging near the wildflower patch and designated areas of no-spray zones.</p> <p>In addition to the additional wildflower meadow to be planted is an increase of floral planting and additional bee-friendly shrubs into 2021. We in Samco are looking forward to extending our actions into 2021 and including our staff in our efforts. Visitors to our factory have also admired the wildflowers and it enhanced view out the window on a wet summers day with the additional vibrant colours.</p>

221	<p>SAP Landscapes</p> 	<p>Signed up June 2019</p> <p>2020</p> <p>In 2020, SAP Landscapes continued to support the AIPP both at our own premises and also in conjunction with many of our clients who are actively working to increase biodiversity at their properties. We have supported many client projects, including installation of grassland and wildflower meadows, introduction of pollinator-friendly planting schemes and bulb mixes, planting of native tree species and implementation of pollinator friendly maintenance programmes. At our office premises we continue to adjust mowing regimes to allow areas of meadow grass to develop and this year increased their pollinator value by planting pollinator-friendly bulbs. We have also installed a bug hotel and increased pollinator friendly planting within our grounds.</p> <p>During the year, SAP Landscapes have donated pollinator-friendly planting to a local school in support of their environmental education projects.</p>
222	<p>Schram Plants Ltd</p> 	<p>Signed up May 2019</p> <p>2019</p> <p>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. 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>
223	<p>SEB Life International</p> 	<p>Signed up October 2019</p> <p>2020</p> <p>Staff at SEB Life International have made some good progress on our rooftop garden despite all the restrictions the pandemic has thrown at us. Our planned mini wildflower meadow was sown in early spring and despite a slow start, and an attempt to 'weed' the bed, some amazing wildflowers came in the summer, bringing with them plenty of bees and other pollinators. We discovered that any tall wildflowers such as foxglove or sunflowers do not do well in the wind six stories above the ground, but it is all a learning experience. Next year we plan on expanding the wildflowers, and all staff have been gifted 'bee bombs' as part of their sustainable Christmas gift so they can bring the idea home.</p>

224	<p>Secret Valley Wildlife Park</p> 	<p>Signed up March 2017</p> <p>No update expected for 2020.</p>
225	<p>Shannon Heritage, Bunratty Castle and Folk Park</p>  	<p>Signed up February 2020</p> <p>2020</p> <p>Shannon Heritage, Ireland’s Leading Visitor Experience Company, is committed towards sustainable tourism. Bunratty Castle and Folk Park, Shannon Heritage’s flagship attraction is an outdoor living museum set across 26 acres. For the past 60 years the Folk Park showcases life in Ireland since the early 15th Century to the 19th Century. Throughout our 26 acres we strive to preserve native and historical plants from various eras which provide many natural habitats for our pollinators. We also use traditional farming methods such as hedge laying, which preserve our hedgerows and create pollination-friendly corridors throughout the park.</p> <p>Over the past five years, we have eliminated the use of herbicides in our Regency Walled Garden and all our vernacular gardens and have noticed a major increase in pollinators visiting these gardens. In our Fairy Trail we have introduced a natural Bug Hotel. Over the winter we leave healthy herbaceous and hollow-stemmed plants unpruned until early spring. These provide homes for overwintering insects. This year we planted the containers our village street with more pollinator friendly native and herbal plants, such as <i>Verbascum</i>, <i>Digitalis</i>, <i>Dandelion</i>, <i>Buttercup</i>, <i>Salvia</i> and <i>Lavander</i>.</p> <p>Any future landscaping development projects in the Folk Park will continue to use only plants that depict the era and will continue to provide natural habitats for our wildlife while attracting many more pollinator visitors.</p>
226	<p>Shannonvale Landscaping Ltd</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>

227	<p>Shines Seafood</p>  <p>Shines Seafood continued</p> 	<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. 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>
228	<p>Showgrounds Shopping Centre Clonmel</p> 	<p>Signed up February 2020</p> <p>2020 The Showgrounds Clonmel have been actively executing the Pollinator Plan in 2020. We planted Lavender at the front of our building around its totem sign in early 2020 to promote the Pollinator Plan. We also had large planters on our rooftop car park that contained marigolds. The problem we are having is that lavender only lasts so long so we need all year-round pollinator-friendly planting. We had a proposal in to rejuvenate the front of the building with a planting plan which takes into account pollinators, but this was shelved during COVID19 so we will be carrying out this in 2021 instead.</p>
229	<p>Siemens Healthcare Diagnostics Manufacturing Ltd.</p> 	<p>Signed up May 2018</p> <p>2020 Siemens Healthineers signed up to the Pollinator Plan in 2018 to maximise the biodiversity potential of our 8-hectare site in Swords, North Dublin. We first developed a 1,250m² Meadow area by simply letting the grass grow, which we supplemented by planting meadow flowers. The improved habitat led to a greater number of insects – bees and butterflies visiting the area. Some colleagues undertook beekeeping training after which we introduced our first beehive; the bee population</p>

		<p>quickly multiplied meaning we now have seven beehives and up to 350,000 bees on-site.</p> <p>We created Log piles and Bug Hotels, which are used by rove, weevil, and ground beetles to feed and breed. While woodlice, centipedes and millipedes may also take shelter in the dark, damp conditions it provides. They in turn attract predators, such as Hedgehogs, toads, mice, and birds. We located bird and bat boxes on some of our 400 mature trees. Because there is now an increased level of insect activity in the area, we found this to be more appealing to predators as a place to reside.</p> <p>We annually carry out a nature survey of the habitats. Our success can also be seen by the amount of nature on display. Hares, Hedgehogs, Swallows, countless insects, and beautiful wildflowers. Future plans are to create a secluded wellbeing garden to encourage staff to go out and experience our nature.</p>
230	<p>Southern Scientific Services Ltd</p> 	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
231	<p>SSE Wind Generation</p> 	<p>Signed up November 2018</p> <p>2019</p> <p>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.</p> <p>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.</p> <p>Natural Capital assessment and biodiversity net gain – we are working pollinators into our new environmental strategy.</p>

232	<p>St Mullins Honey</p> 	<p>Signed up January 2019</p> <p>No update provided for 2020.</p>
233	<p>Stoneybatter Youth Service</p>	<p>Signed up February 2020</p> <p>An update of action taken will be provided in future years.</p>
234	<p>Summerhill Lawns Ltd</p>	<p>Signed up November 2019</p> <p>No update provided for 2020.</p>
235	<p>Sunnyside Fruit Ltd</p>	<p>Signed up December 2019</p> <p>2020</p> <p>We planted conservation headlands/Beetle banks around our field margins and woodland edges to attract more insect life, as well as providing nesting habitat and brood rearing areas for our pheasants and grey partridge. Some perennial wildflowers were mixed in with the grasses here to give it some added benefits, although these will probably be smothered by the grasses in time. A Native Species Perennial Pollinator plot was sown and managed by cutting back as it grew. This should be ready to flower in 2021 and greatly benefit the insect life on the farm. Many different wild bird cover crops were sown, with annual wildflowers added to these to give stunning colours and support more insect life. These plots were like a moving sea of white on sunny days with all the white butterflies on them. We are currently undertaking the wildflower planting of the Corrin Mart Roundabout on the Rathcormac to Fermoy road. This has been sown in two separate sections, with both annual and perennial varieties and the remaining two sections will be sown in 2021.</p>
236	<p>SuperValu</p>  <p>Caring for our environment</p>	<p>Signed up December 2019</p> <p>2020</p> <p>In 2020, SuperValu became a major partner to the All-Ireland Pollinator Plan by funding the Project Officer position. In doing so, they are</p>

		<p>supporting our ongoing work with communities, councils, gardeners and schools.</p> <p>In 2020, SuperValu worked with the All-Ireland Pollinator Plan to launch the Save the Bees campaign, sending a <i>Save the Bees Education Pack</i> to 3,200 primary schools, with over half a million children. This pack contained guidebooks, posters and bookmarks, in addition to a garden kit and sign, to allow every school to create their own pollinator patch. Unfortunately, due to the COVID19 school closures, this programme had to be put on hold, but these educational materials will be valuable teaching resources for many years to come.</p>
287	Sustainable Bio-Energy Ltd	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
238	<p>Sweeney Landscape Design</p> 	<p>Signed up June 2019</p> <p>No update provided for 2020.</p>
239	<p>Swords Pavilions Shopping Centre</p> <p>SWORDS PAVILIONS</p>	<p>Signed up July 2019</p> <p>No update provided for 2020.</p>
240	<p>tang café</p> 	<p>Signed up February 2019</p> <p>No update provided for 2020.</p>

241	<p>Teva Pharmaceuticals</p> 	<p>Signed up May 2019</p> <p>2020</p> <p>Teva Pharmaceuticals continue to support the All-Ireland Pollinator Plan and staff have become increasingly involved. In the past year, they have planted 250 native trees, set up eight bee hives, 40 bird houses, 10 bat houses and 40 bee hotels. All the trees were grown locally and the products made by the local men’s shed.</p> <p>We have set aside an additional 3.5 hectares and have opened this area up to staff with the addition of a pedestrian entrance and mown walkways throughout.</p> <p>Taking the many staff suggestions into account, plans are now in progress developing the area into a biodiverse haven which can also be enjoyed by Teva Staff.</p>
242	<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>
243	<p>The Burren Perfumery</p> 	<p>Signed up April 2020</p> <p>An update of actions taken will be provided in future years.</p>

244	<p>The City Hotel Derry</p> 	<p>Signed up July 2019</p> <p>No update expected for 2020.</p>
245	<p>The Darkroom MT</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
246	<p>The Glimmerman Pub</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
247	<p>Lismore Food Company</p>  	<p>Signed up May 2017</p> <p>No update provided for 2020.</p>
248	<p>The Naked Collective Ltd</p> 	<p>Signed up September 2020</p> <p>An update of actions taken will be provided in future years</p>
249	<p>The Rediscovery Centre</p> 	<p>Signed up September 2018</p> <p>2019 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>

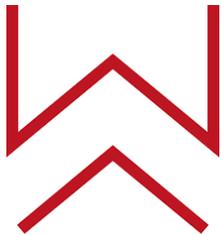
		<p>Pollinator-friendly plants have been placed in containers, including salvia, lavender, rosemary, sage and marigold. A wide variety of pollinator-friendly bulbs have been planted around the outdoor space at the centre, including Crocus, Muscari, Allium, Echinacea and snowdrops.</p> <p>Less than 30% 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 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>
250	<p>The Tourism Space</p> 	<p>Signed up December 2019</p> <p>No update expected for 2020.</p>
251	<p>Tipperary Boutique Distillery Limited</p> 	<p>Signed up October 2018</p> <p>No update provided for 2020.</p>

		
252	<p>Toyota Liffey Valley</p> 	<p>Signed up August 2019</p> <p>No update provided for 2020.</p>
253	<p>Triall Teoranta</p> 	<p>Signed up June 2019</p> <p>2020 We have continued to work on planting on the site and this spring we planted 10 native trees, including crab apple, guelder rose, sorbus species and spindle. Additionally, we planted spring-flowering plants to enhance existing beds. There were plans in place to introduce more summer flowering plants, but this did not happen due to COVID19 restrictions. Bee hotels have been installed on site, 4 in total.</p>
254	<p>Turfworks</p> 	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>

255	<p>Twin English Centre Dublin</p> 	<p>Signed up August 2019</p> <p>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>
256	<p>Uniplumo Ireland Ltd</p> 	<p>Signed up January 2020</p> <p>An update of actions taken will be provided in future years.</p>
257	<p>Urru Culinary Store</p> 	<p>Signed up May 2019</p> <p>No update provided for 2020.</p>
258	<p>Veolia</p> 	<p>Signed up February 2020</p> <p>2020</p> <p>Veolia in Ireland and Northern Ireland were delighted to sign up to the All-Ireland Pollinator Plan in early 2020.</p> <p>Our first step was to assemble local teams to develop plans - initially for our sites in Fermoy, Kilkenny and across Northern Ireland - to make those sites pollinator-friendly and friendly to all local biodiversity. Those plans were developed and approved in our first Quarter, however, their implementation has been significantly slowed as a result of the pandemic. We hope to be in a position to continue with their full implementation in early 2021.</p>

		<p>Where we were able to make progress at sites where team members performed essential roles, various actions were taken, such as installing biodiversity boards across our Northern Ireland treatment sites and grass cutting cycles were lengthened at other sites.</p> <p>Much of our remaining activity then shifted to the virtual and ‘at home’ environments.</p> <p>In honour of Earth Day, we asked our team members to do an action at home, and for feedback on what they had done; creating a poster of all the actions undertaken. 47% of those actions were biodiversity focused, such as tree-planting; setting aside sections of gardens for pollinator-friendly wildflowers, and leaving longer times between grass mows, etc.</p> <p>In honour of Biodiversity Day, we asked our teams to take pictures of the biodiversity surrounding them and created a poster from it. In addition, we encouraged participation in the Flower-Insect Timed Count.</p> <p>We also ran an internal webinar providing an ‘<i>Introduction to Biodiversity</i>’, which received great feedback and engagement from the teams. In the autumn, we followed up with a virtual internal Lunch & Learn session on “<i>Propagating Biodiversity - How to cultivate a diverse environment, inside and out</i>”, which also received great feedback from the teams.</p> <p>At Veolia, we recognise the importance of pollinators and local biodiversity to our planet’s sustainability and look forward to progressing with our plans in 2021.</p>
260	Vietnom Dublin	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
261	<p>Voxpro - powered by Telus</p> 	<p>Signed up October 2018</p> <p>No update provided for 2020.</p>

262	<p>Wallaby Woods Donadea</p> 	<p>Signed up September 2019</p> <p>No update expected for 2020.</p>
263	<p>Walshs Pub</p>	<p>Signed up December 2019</p> <p>No update provided for 2020.</p>
264	<p>Waterford Oysters</p>  	<p>Signed up October 2018</p> <p>2020</p> <p>During 2020 we have continued to support and monitor the perimeter planting of our site at Móta, An Rinn. Shrubs and briars were lightly trimmed to keep them in check, while allowing light to the understory. Previous planting and introductions appear to be doing well and we continue to monitor for invasive species and take appropriate actions if necessary. We have not used any chemical weedkillers or controls. Among many other species there are now willow, dandelion, primrose, native wildflowers, ivy and blackberry briars on site.</p>
265	<p>West Coast Crab Sales Ltd</p> 	<p>Signed up September 2019</p> <p>2020</p> <p>West Coast Crab Sales Ltd continues to support the All-Ireland Pollinator Plan in 2020 through continued donations to our Local Tidy Towns group.</p> <p>Their 2019 flagship project 'The Great Yellow Bumblebee' project which we supported has proven to be very successful.</p> <p>This year COVID19 has had a major effect on the way things can be done. Restrictions and social distancing guidelines have made organising events and group activities very difficult.</p> <p>Our donation this year has gone towards the upkeep of existing projects and also to help with their Clean-a-thon event being held next month.</p>

266	<p>Wexford Preserves</p> 	<p>Signed up October 2018</p> <p>No update provided for 2020.</p>
267	<p>Wexford Tomatoes Ltd</p> 	<p>Signed up October 2020</p> <p>An update of action taken will be provided in future years</p>
268	<p>Wicklow Way Wines</p> 	<p>Signed up October 2019</p> <p>No update provided for 2020.</p>
269	<p>Wild Acres</p>	<p>Signed up December 2018</p> <p>No update provided for 2020.</p>
270	<p>Wild Kitchen</p> 	<p>Signed up September 2019</p> <p>No update provided for 2020.</p>
271	<p>Willie Duggan</p>	<p>Signed up November 2019</p> <p>No update provided for 2020.</p>
272	<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</p>

		<p>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 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 ecosystem. 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>
273	<p>Young Nurseries</p> 	<p>Signed up October 2018</p> <p>2020</p> <p>We have added new varieties to our already extensive range of pollinator friendly plants, these are supplied to garden centres, landscapers and local authorities. People spent more time at home and in their garden this year due to COVID19 restrictions and there was an upsurge in interest in biodiversity, thus leading to increased use of pollinator friendly plants. We redesigned our plant labelling to include a more prominent pollinator friendly logo.</p> <p>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.</p> <p>We have reduced our herbicide use and are maintaining our hedges and boundaries in such a way as to support pollinators and not interfere with wildlife and bird nesting season.</p> <p>Our bird boxes and insect hotel have been checked and tidied up for the next season.</p> <p>We sponsor a Pollinator Award for Green Flag Parks.</p>

This review has been compiled by Dr Úna FitzPatrick.



**National
Biodiversity
Data Centre**
A Heritage Council Programme

Implementation of the All-Ireland Pollinator Plan 2015-2020 has been coordinated by the National Biodiversity Data Centre. The National Biodiversity Data Centre is a programme of the Heritage Council and is operated under a service level agreement by Compass Informatics. The Biodiversity Data Centre is funded by the Heritage Council and the Department of Housing, Local Government and Heritage.



An Roinn Tithíochta,
Rialtais Áitiúil agus Oidhreachta
Department of Housing,
Local Government and Heritage

An Chomhairle Oidhreachta
The Heritage Council

