



All-Ireland Pollinator Plan (2021): *Business Supporters – Annual Review*

‘Businesses - custodians of our Natural Capital’



An initiative by
BORD BIA
IRISH FOOD BOARD



Citation

All-Ireland Pollinator Plan (2021): *Business Supporters - Annual Review*.
National Biodiversity Data Centre, Waterford.

This is a report to the National Biodiversity Data Centre on progress with delivery of the actions under the All-Ireland Pollinator Plan 2021-2025. Report prepared by Sarah Kelly, Agri-business Officer.

INDEX

Foreword	Page 3 - 4
Governance & Accountability	Page 5
Introduction	Page 6
2021 Annual Review – the stats	Page 7
Key learnings and Conclusion	Page 8
ANNUAL REVIEW BUSINESS REPORTS	
Origin Green Companies A-Z - manufacturers, retailers and food service companies	Page 9-51
Business Supporters A-Z	Page 52-181
All Ireland Pollinator Plan? Why wouldn't you? <i>How to engage with the simple entry-level framework into biodiversity. Suitable for any size of company large corporate, SME, micro-enterprise.</i>	Page 182
Appendix A	
2022 Annual Review Questionnaire Format <i>Submit by 30 September 2022</i>	Page 183



All-Ireland Pollinator Plan (2021): *Business Supporters - Annual Review*

Foreword

As the year draws to a close, and we reflect on the trials and enormous challenges faced by many businesses with the backdrop of Covid-19, Brexit, and the ongoing critical focus on climate change, we have been humbled, and are so grateful, for all the incredible work that has been conducted by business in supporting wild pollinators in this past year reflected in this *Annual Review 2021* document.

New Phase – All-Ireland Pollinator Plan 2021-2025

We were thrilled to launch the new phase of the *All-Ireland Pollinator Plan 2021-2025 (AIPP)* in March, coordinated by the National Biodiversity Data Centre. Now in its sixth year, the Plan has gathered a momentum of support and actions throughout the island via Councils (85% across the island now on board), over 100 government departments (including key departments) and NGOs, as well as many thousands of communities/volunteer groups, farmers, schools, and gardeners.

Most especially, businesses have really grasped the simplicity of the AIPP as *an entry-level into biodiversity* on any type of site and are delivering exceptional (SMART) actions for wild pollinators. From micro-enterprises to the multi-site corporates, we are also starting to see the '*multiplier effect*' as the Plan moves off-island into Group Sustainability strategy/plans in the UK and further afield.

Bord Bia's Origin Green food sustainability programme

The National Biodiversity Data Centre expresses its deep gratitude to the funders and supporters - **The Heritage Council** and **Bord Bia's Origin Green programme**.

We were delighted to announce the deepening partnership with Bord Bia's Origin Green food sustainability programme in October 2021. They have incorporated the AIPP into members' targets and provided funding support for the new Agri-business officer. Sarah Kelly joined the AIPP team in June and has already had a hugely positive impact by strengthening and expanding the business supporter network.

Social Innovation

In 2021, we also announced a new partnership with ChangeX (www.changex.org), a social innovation platform which draws together excellent social innovations, funding partners (e.g. large corporates seeking community investment projects), and community/volunteer groups seeking initiatives to develop in their communities such as the Pollinator Plan.

New Arrival – the ivy bee

We also announced the arrival of the Ivy bee on this island in November 2021. Climate change has brought this beautiful bee to our shores.

2022's Business & Biodiversity Platform

In 2022, the *National Biodiversity Data Centre* and the All-Ireland Pollinator Plan will support *Natural Capital Ireland* in bringing to the business community a **Business and Biodiversity** platform which will provide learning tools and courses for businesses who wish to strengthen their biodiversity credentials, through a collegiate-style, peer-learning platform.

Protecting the island's natural capital

The All-Ireland Pollinator Plan remains, and will always be, a biodiversity plan of action for the island without political affiliation or agenda other than to preserve and protect the natural capital for generations to come, shape guidance based on evidence, and to mitigate, where possible, the effect of climate change.

To those who have committed to, and delivered on, actions for wild pollinators and wider biodiversity, we thank you.

This is *your* report.

**Dr Una FitzPatrick, All Ireland Pollinator Plan Steering Group Chair; National Biodiversity Data Centre
Professor Jane Stout, All Ireland Pollinator Steering Group Deputy Chair; Trinity College Dublin**

Governance & Accountability

All Ireland Pollinator Plan 2021-2025

A 16-member steering group provides oversight of the *All-Ireland Pollinator Plan 2021-2025*.

The Plan is managed by the **National Biodiversity Data Centre** as a programme of **The Heritage Council**, and actively addresses a time-critical biodiversity challenge.

It is a shared plan of action for the island now in its sixth year, which builds on the targets within *The EU 2030 Biodiversity Strategy*, Ireland's *National Biodiversity Action Plan 2017-2021* (Objective 4), and is indicated with reference to the National Biodiversity Data Centre in *Northern Ireland's Biodiversity Plan to 2020* (Page 20, No.30), to halt and reverse pollinator decline.

It is aligned with Bia's Origin Green programme as pollinator actions supporting members' biodiversity targets.

All of the simple pollinator-biodiversity actions delivered by businesses are tracked nationally on the National Biodiversity Data Centre's pollinator database. This accumulated data, supports the evidence-based actions provided under the All-Ireland Pollinator Plan 2021-2025. To date circa **327** companies are implementing actions within the All-Ireland Pollinator Plan across the island with the support of over 100 government (Central and Local) and NGO partner organisations, as well as thousands of communities and farmers.

N.B. Participation/support for the All-Ireland Pollinator Plan does not equate to endorsement of products or services by the AIPP.

National Biodiversity Data Centre

Implementation of the *All-Ireland Pollinator Plan 2021-2025* is coordinated by the National Biodiversity Data Centre. The National Biodiversity Data Centre is funded by *The Heritage Council* and the *Department of Housing, Local Government and Heritage* – it is a programme of *The Heritage Council* and is operated under a service level agreement by *Compass Informatics*.



Introduction

Businesses - custodians of our Natural Capital

2021 has been a year, yet, within the confounding nature of all that was happening, and we do acknowledge the deeply challenging impact of all current events, there was a big ray of wild pollinator sunshine as the *National Biodiversity Data Centre*; launched the new phase of the **All-Ireland Pollinator Plan 2021-2025** (March); appointed a new Agri-business officer to support businesses in their pollinator-biodiversity journey (June); and strengthened the relationship with *Bord Bia's Origin Green* food sustainability programme (October).

The times they are a changin' – Annual Review now mandatory

With the advent of the new AIPP 2021-2025 phase, and to ensure the integrity of the plan moving forwards, it was decided to make the *Business Supporters - Annual Review* a mandatory requirement. Aware of not 'burdening' business we drew on the Mark Twain *school of writing* (i.e. total 250 words across 3 bullet points). This has proved to be a fascinating discipline which our business supporters have evidently relished!

Why track businesses' Actions for Pollinators?

Pollinator/biodiversity indicators and interpretation require data which spans circa 15-20 years of information. So as part of this year's Annual Review submission, actions for wild pollinators must be updated by ALL businesses on the data-mapping portal. Not only do these actions feed into businesses' SMART, measurable targets, but these actions are tracked nationally, publicly available through the *National Biodiversity Data Centre's* unique 'Actions for Pollinators' database, delivering a level of transparency and visibility to delivered actions.

Bord Bia's Origin Green – the food sustainability programme www.origingreen.ie

Aside from the funding for the new Agri-business Officer, the AIPP is now aligned with Bord Bia's Origin Green food sustainability programme and supports members' biodiversity targets. The AIPP views this strengthening relationship as an incredible opportunity, positioning food companies in leading the charge to change the course of wild pollinator loss across the island. Though, it should be said, closely followed by pharma, manufacturing and many SMEs/micro-enterprises!

AIPP deliverables in 2021 to Origin Green have included:

- Three 'Pathways to Biodiversity' webinars for Origin Green delivered to members and non-members in July, October and December with a total of 164 attendees across the three events.
- Numerous online webinars and meetings by the Agri-business officer with businesses to present the simple entry-level into biodiversity *AIPP Business Supporters Framework*.
- Registering new business supporters and supporting companies in mapping their data.
- A specific AIPP guideline document for Origin Green members, and the new guidance for Business Supporters 2021-2025 in development, aligned with 14001:2015, UN 17 Sustainable Development Goals and the Building Research Establishment Environmental Assessment Method (BREAAM).
- Signposting of businesses to other initiatives within the National Biodiversity Data Centre.

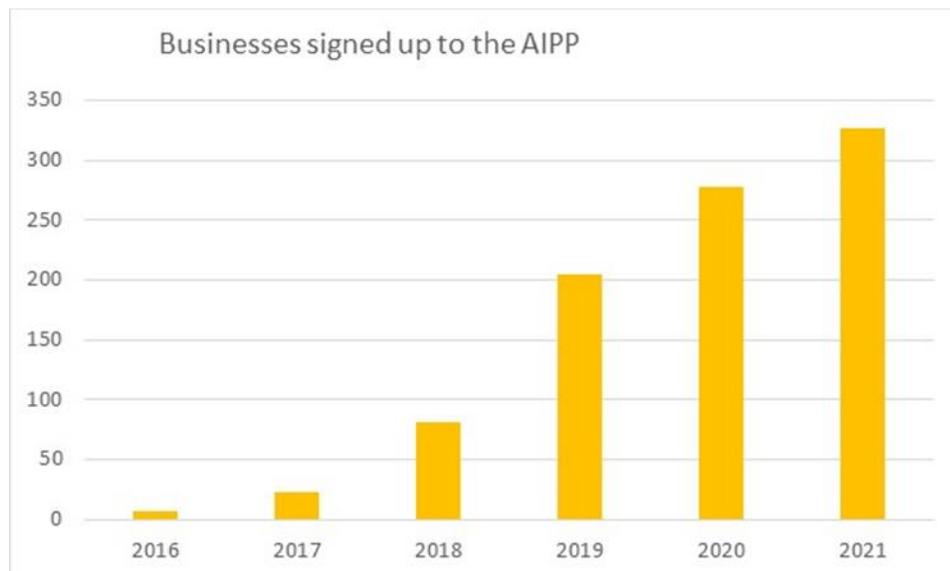
2021 Annual Review – the stats

This fourth Annual Review (2021) gives an update of the action each business is taking to support the AIPP inside and outside their buildings, supported by their **Employees, Suppliers** and local **Communities**.

Since inception, the number of AIPP businesses supporters has increased year on year.

- **An increase of 142 new businesses**, in the period 1 November 2020 – 31 October 2021 from 274 supporters to 416, was experienced.
- With the new 2021-2025 phase requirement for businesses to submit an Annual Review report, (*incl. tracking actions on 'Actions for Pollinators' - data mapping portal*), **82 have not submitted and will be removed from the business supporters list**. N.B. They may re-engage at any point.
- **7 organisations have been transferred to the Communities section of AIPP.**
- **54 of Bord Bia's Origin Green companies have reported** (verified by Origin Green).
- Therefore **327** (416-89) businesses across the island in 2021 are supporting the All-Ireland Pollinator Plan 2021-2025 (AIPP) through actions for pollinators-biodiversity.

N.B. The discrepancy between 327 total supporters and 323 listed in Pages 8-180 represents how AIPP lists those businesses on its main database - i.e. certain multi-site corporates are grouped together.



Year	2016	2017	2018	2019	2020	2021	Total
NEW business supporters	7	14	65	139	49	*142	327

***2021 is the first year that the AIPP Annual Review response is mandatory.**

Key Learnings – recurring themes

As the AIPP engages further with business our understanding of messaging to business is improving. What we have learnt from you is that we need to be clear about the recurring themes.

- **Find out what is good on your site**

A baseline for SMART targets is essential and leads into all other actions which can be tracked.

It also provides background to make wise pollinator-biodiversity choices moving forwards.

e.g. Don't strip-out a species-rich meadow and replace with an orchard. If you're not sure seek expert ecological advice.

- **Hedgerows**

For wild pollinators, hedgerows are vital for food, nesting habitat and as 'corridors' allowing them, and other biodiversity, to move around the landscape. Rule of thumb for hedgerows: RETAIN | MAINTAIN | RESTORE | CREATE.

N.B. For food companies working with our amazing farmer-suppliers, suggesting they manage their hedgerows for biodiversity is an incredibly important action. If your site isn't large enough for a hedgerow, you can also consider planting native pollinator-friendly individual trees.

- **Orchards**

Are a great action! Where possible, choose heritage fruit trees.

- **Wildflower seed packets/bee bombs/purchased wildflower seed**

Are not considered helpful to the island's landscape. They often contain non-native seed and may contain invasive species such as black grass. The All-Ireland Pollinator recommends **natural regeneration** of wildflowers through reduced mowing. However, if you decide to purchase, CHECK it is native seed to the island. This is a horticultural rather than a biodiversity action. You should never plant these mixes outside private property such as a business site or a garden.

- **Honeybee hives**

Honeybees are not under threat and as a managed pollinator are **not** considered a biodiversity action as part of the All-Ireland Pollinator Plan. Increased numbers of honeybees may create competition for food in certain areas for wild bees.

Report Layout

Report submissions by businesses for the Annual Review have been listed as follows:

- Origin Green A-Z of manufacturers, retailers and food service companies. Origin Green has had oversight and verified those companies eligible in Pages 8-50.
N.B. Question 6 is for Bord Bia's Origin Green members only. Question 7 is an optional response.
- Business supporters A-Z of all other businesses who have submitted a report.

Conclusion

As we approach 2022, we are so aware of the influence of business on the 'landscape' – environmental, social and economic – the so-called 'triple bottom line'.

We THANK YOU for all the incredible work you are doing as custodians of our natural capital, in protecting our wild pollinators-biodiversity on your site(s), and in communicating to others the simplicity of the 'ask'.

The following are your stories.

Origin Green Companies A-Z – MANUFACTURERS – N.B. Origin Green has verified this list.

Name of Business	ACTIVITY UPDATE to support AIPP
<p>1a ABP Food Group Bandon</p>   	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planting of 120 native trees on site in ABP Bandon. Installation of vegetable allotments for employees on site. We are currently carrying out a trial with one of our local suppliers on some farmland. The project is aimed at improving farmyard run-off quality entering local rivers so as to improve the ecosystems overall health.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We communicated with some of our suppliers with an aim to garner interest in carrying out a biodiversity improvement trial on their land. We also advertised the on-site vegetable allotments internally for site employees, with an aim to encourage them to take an allotment free of charge and grow their own vegetables.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We hope to install some more bee hives on site, and to increase the maintenance and focus on the existing bee hotel located in our wildflower meadow. Increased supplier engagement with respect to protection of biodiversity through changes in practices – best practice newsletters for agricultural practices. Advertising of Run-off Treatment Trial, depending on success of initial trial.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We completed a Biodiversity Strategy/ Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>1b ABP Food Group Cahir</p>   	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> We have allowed our biodiversity area to grow and produce native wildflowers which have attracted many insects and birds. Mowing has also been reduced on site to allow species to grow in their natural habitat. The hedgerows have also been allowed to grow and trimming have been carried out and cuttings removed to ensure that the soil reduces its fertility in order to allow other species to grow without competing. We have small bee hotels and butterfly towers to allow bees and butterflies to take shelter. These are kept small to keep hidden from predators and to prevent diseases. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>

	<p>We have begun a tree planting initiative with supplier farms where we supply them with up to fifty trees each to plant on their farms in order to reduce the carbon footprint of the farm and encourage carbon neutrality.</p> <p>We have also been conversing with the local Tidy Towns and have donated native tree to them to plant in the local areas.</p> <p>We are also collaborating with the local secondary school to plant native wildflowers on the school grounds to allow biodiversity to grow in the area and giving a presentation to student on the importance of biodiversity and encourage the growth of native species.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to review the biodiversity areas of the site and remove weeds by natural means so as not to damage the species in the area. Encourage supplier farms of different counties to take part in our tree planting initiative and decrease the carbon footprint of our supplier farms. In 2022 each site will begin measuring biodiversity and implementing biodiversity targets.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. As per the ABP Biodiversity Policy ABP Food Group, the group has identified areas that are essential to the conservation of biodiversity on site including the following: Water, soil, air, emissions, invasive alien species and land use change. Strategies are consistently being implemented in these areas to enhance biodiversity on site.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. The HQ actions are logged and we are encouraging all other sites to log their individual actions.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021?</p> <ul style="list-style-type: none"> • We are moving biodiversity initiatives beyond our site boundaries into both our community and our supply chain. • Biodiversity Champions have been appointed in each of ABP Food Group Sites to encourage the growth of biodiversity on the sites and setting biodiversity targets. • Baseline surveys of pollinator species have been carried out on a number of ABP sites. When new biodiversity areas are established, a survey must be carried out to keep account of what biodiversity is present and to determine if the Biodiversity Policy is serving its purpose. • This biodiversity policy is reviewed every 3- 5 years, to ensure continual improvement throughout ABP Food Group.
<p>1c ABP Food Group Clones</p> 	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • As part of the ABP Nurture Nature programme Clones has been dedicated to improving their biodiversity. We have allocated six acres of our physical footprint to our biodiversity corridor. • Thousands of trees have been planted with species including willow, oak and alder.

- The majority of the biodiversity corridor is grass species with small areas where wildflowers are left to grow. Wildflowers such as willowherb, chickweed and vetch are present.
- We have established an impressive hedgerow along the canal from the front to the back of the site that is made up of brambles and willows.
- There is also a flood meadow at the back of the site which is adjacent to the corridor containing wildflowers, reeds, cattle grazing. This flood meadow has a healthy dragonfly and damselfly population.
- We have an allocated biodiversity area where we allow our native species to grow.
- Mowing on site has been reduced as this allows species to flourish and for birds and insects to keep their natural habitat.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?

- We have appointed biodiversity champions on site and these individuals are responsible for maintaining the biodiversity area and coming up with new ideas to improve biodiversity on site.
- The Biodiversity Champion has signed up for Actions for Pollinators on the 'Actions for Pollinators' website and is beginning to log actions to keep on top of the progress regarding biodiversity on site.

3. What are your proposed pollinator-biodiversity action(s) for 2022?

- ABP Clones plans to do a survey of our biodiversity area to determine if areas need updating or maintaining and remove weeds by natural means to ensure no pesticides are used that might damage our biodiversity.
- We also intended to measure biodiversity on site and implement new biodiversity targets.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The whole of ABP Food Group has stated that they have identified areas that are essential to biodiversity on site and these biodiversity strategies are being implemented.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. The HQ actions are being logged.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.

1d	ABP Food Group Munster Proteins	Signed up August 2021 – NEW business supporters Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The company has previously planted trees, hedging and grass areas throughout the site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> Biodiversity Champions have been appointed on site and have carried out a survey of the land to determine what species are present. The biodiversity is a new initiative to Munster Proteins meaning that we are in the beginning stages of getting our biodiversity up and running but we plan to expand our biodiversity on site. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> We also plan to expand our own biodiversity area by letting wildflowers grow. A small area for biodiversity will be created to ensure our native species have been allocated space to grow. We plan to trim hedges and remove trimmings to reduce soil fertility so wildflowers can grow in these conditions. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The group has completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will register and begin logging.</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target? YES. In 2021 the Pollinator Plan was integrated into our Biodiversity Strategy / Plan. Site is progressing towards our 2022 Biodiversity Targets.</p>
1e	ABP Food Group Nenagh	Signed up December 2016 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted 100 trees (Alder, Oak, Beech and Cherry) in a nearby field to provide additional habitat for biodiversity and pollinators. We are also close to finishing our “Biodiversity Hub” in which an additional 10 trees (Silver birch, Mountain ash) will be planted in along with wildflowers and two 5 storey insect hotels. This will improve biodiversity on site and provide connectivity to the established ecosystem in the ditch.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have displayed our Biodiversity Policy in the entrance hall to raise awareness. Furthermore, we have encouraged our supply farmers to plant trees and create habitat for pollinators by sponsoring tree saplings.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to sow wildflowers in a currently unutilised area, accompanied by a 5 storey insect hotel.</p>

	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The Pollinator plan is integrated in the Biodiversity strategy. ABP Food Group were the first industry to sign up for the All-Ireland Pollinator Plan committing to implementing measures to protect Irish pollinators on all its sites.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. We have mapped 4 areas.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>1f</p> <p>ABP Food Group Rathkeale</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? A) Bee hotel was refurbished, B) 100 Quercus robor, Betula pendula, Fagus sylvatica, Alnus glutinosa, Prunus avium planted.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? A) Biodiversity Champion was appointed for our site, B) starting to have the conversation with our farmer suppliers as to how they might engage with the AIPP, C) talked to a local Councillor about sponsoring the planting of bulbs/shrubs and native trees along the new Limerick Greenway that starts close to the site here at ABP Rathkeale.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? A) Plan in place with local contractor to set 2 acres of wildflowers, using a mix of Cornfield Annuals, Purple Cornflower, and Borage, B) Team to look at what opportunities there are with farmers or the local community for planting, C) Fund printing pollinator friendly Garden guideline for our staff, D) Local County Council contacted us that they have upcoming projects in 2022 for local Tidy Towns/green areas.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Pollinator plan has been incorporated into our Biodiversity policy, which was signed off by the board. We've listed 5 crucial actions to encourage and benefit pollinator species in our biodiversity area. (i) Preserve native flowering hedgerows (ii) Encourage wildflowers to grow on farm (iii) Supply nesting places (iv) Reduce artificial fertiliser use (v) Minimise pesticide inputs Baseline surveys of pollinator species have been completed on our site. We'll continue to monitor our biodiversity area to identify alterations to biodiversity. Without the monitoring of biodiversity, it will be impossible to assess whether the Biodiversity Policy is serving its purpose.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>

1g	ABP Food Group Waterford	Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> The field in which our reservoir is situated (2 acres approx.) was allowed to grow wild for the duration of the summer to facilitate bee, butterfly and insect activity. This area was not cut until September. Although our biodiversity corridor was not replanted in 2020/2021 due to COVID-19, it was allowed to continue to grow as is. Significant activity was observed during the summer. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> A Biodiversity Champion was appointed this year on site with the responsibility of maintaining the biodiversity areas and coming up with new ideas to improve and promote biodiversity on and off site. The biodiversity champion has volunteered for the River Suir Project to Investigate Threatened Species, which are the freshwater pearl mussel, the sea lamprey and the white-clawed crayfish. This sampling is now completed and the project has been shortlisted for the National Heritage Week Awards. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> ABP Waterford plans to do a survey of our biodiversity area to determine if areas need updating or maintaining and remove weeds by natural means to ensure no pesticides are used that might damage our biodiversity. We also intended to measure biodiversity on site and implement new biodiversity targets. In 2021 ABP Waterford has undertaken to plant 100 native trees on and off site including the reservoir field. We also intend to reseed the natural wildflower meadow in the onsite biodiversity corridor. This area will be monitored closely during the spring and summer months in 2022 for an uptake in insect activity. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. ABP Food Group has stated that they will identify areas that are essential to biodiversity on site and these biodiversity strategies are being implemented throughout the group.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Yes, the HQ actions are being logged.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
1h	ABP Food Group Waterford Proteins	Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
 		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> We have left our biodiversity area to grow as it is now home to native species of plants and insects and birds. We have reduced our mowing to ensure habitats stay intact.

	<ul style="list-style-type: none"> We have increased the grass height of the lawns. We have planted a flower box at the entrance of the main office. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have appointed a Biodiversity Champion who is in charge of ensuring are biodiversity areas are maintained.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan to do a survey of our site and determine which areas need to be updated and remove weeds through natural means. We will be looking at outside community opportunities.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Not currently as we are waiting to be signed up, but we will start logging once we complete our sign-up.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES in 2021 we integrated the Pollinator Plan into our Biodiversity Strategy/Plan and are progressing on achieving our Biodiversity Targets for 2022.</p>
<p>2 Annalitten Foods Ltd.</p>  <p><i>Providing Fresh Irish Eggs since 1955</i></p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Annalitten Foods planted a number of apple trees in the garden of the local national school.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Work with our farmers to encourage them to plant hedgerows to encourage pollinators, allow wildflowers to grow on the ranges and provide nesting areas for bees.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? NO.</p>
<p>3 Ballymaloe Foods</p>  	<p>Signed up April 2019 Mapped site(s) on Actions for Pollinators – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In conjunction with Cork County Council, we have participated in the 'Adopt A Roundabout' Scheme. We have "adopted" the L-2998-0 Road Roundabout at Dunkettle, Cork and have worked with a local landscaper and nursery to plant mixed varieties of bee friendly plants & shrubs on site. The objective was to create an area of nature-friendly plants that would support birds, bees & butterflies. The mixture of plants was carefully selected to create interest all year round, requiring little human interaction in the future. Purchased pollinator friendly shrubs for our employees to plant.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Asking our ingredient suppliers to support bee</p>

 <p>An initiative by BORD BIA Irish Food Board</p>	<p>friendly initiatives such as planting wildflowers and allowing them to grow on their farms & also maintaining native flowing hedgerows. Provided information to our staff about pollination friendly actions.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ol style="list-style-type: none"> 1) Continue sponsoring the upkeep of L-2998-0 roundabout. 2) Continue to request ingredient suppliers to support bee friendly initiatives. 3) Implement some educational signage on Pollination friendly areas to visit in Ballymaloe Farm. 4) Purchased pollinator friendly shrubs for our employees to plant. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The AIPP has formed the basis for our activities towards enhancing pollination in all areas of the business where applicable. Our contributions are approved by the board and our employees are on board with the initiatives.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. But doing so now.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes in 2021 we integrated the Pollinator Plan into our Biodiversity Strategy/Plan and are progressing on achieving our Biodiversity Targets for 2022.</p>
<p>4 Bandon Co-Op</p>   <p>An initiative by BORD BIA Irish Food Board</p>	<p>Signed up January 2019 Mapped site(s) on Actions for Pollinators – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Additional sustainable alternatives in our fuel category have been introduced into our product range. These new products are supported in all our marketing material including flyers, blog posts, billboards and editorials in local newspapers (e.g. Southern Star Greener Living Supplement in Oct 2021).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have many additional products in our garden centre and farming categories which help customers improve their biodiversity in their gardens and farms by giving them extra choices. We communicate these extra options on social media and through newsletters to our customers. Ongoing training of our gardening staff taking part with suppliers on Wild flower seeds and sustainable alternatives. Our Calendar 2022 photo competition had the theme “Nature, Farming & Biodiversity”.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will be taking part in an initiative where we offer free native trees to our farming and gardening customers. (This may take place late 2021 or early 2022, TBC). We will be doing a free giveaway to our garden club members for free wildflower seeds in early 2022.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes this is part of our strategy as a business that has farmers & gardeners as its core customer.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES/NO.</p>

5	Begleys Fresh Produce Group	Signed up May 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
  		
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have increased red clover, left more land in fallow, reduced mowing across all sites to all areas turn into wildflower, introduced more bee cross pollination in our crops.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? N/A this wasn't an area we focused on this year.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? Roll out leaving a percentage of land based on acres framed in fallow, increase our organic acres, reduce sprays on some crops where possible, increase pollination, plan to roll out some indoor actions in 2022.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes this plan is now a part of our sustainability/ biodiversity strategy across all arms and sites of our business.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC. Our head office along with all sites are part of the plan.		
6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes for 2022 our Origin Green targets and actions will be updated to include our actions being undertaken in this area, it wasn't for 2021 as targets were set before we became a member.		
7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? There is a lot of areas and process which we were undertaking across our sites but not in a uniform targeted manner so by joining has benefited us as we can now set overall targets, monitor and track outcomes better which has a better outcome for the environment.		
6	Belview Egg Farm Ltd.	Signed up July 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.
  		
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Unfortunately none this year due to Covid.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Unfortunately none this year due to Covid.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? We have a new area (roughly half an acre) which we are including in our new Origin Green Plan – we aim to plant this in wildflower & native Irish trees.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES – will be included in our new Origin Plan.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. As I haven't started work on the new area.		
6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Not on my current plan – but new plan for 2022 it will be one of our targets.		

7

Boortmalt

Signed up September 2018

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.


**UPDATE 2021**

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Boortmalt has two sites, The Malting in Athy and a Heritage barley farm. In the Athy site Boortmalt planted 2 Ha (approximately) to a predominately wild-flower mix, plus a wild grass area surrounding the flowers. In addition, Boortmalt has landscaped the site using a range of flowering plants which provide suitable pollen sources throughout the year. In the Heritage farm, Boortmalt has planted a 5Ha area to wild-flowers and maintains wild-life margins throughout the crops, hedgerows are sympathetically maintained to deliver suitable environment for wildlife. The site is a non-insecticide use farm.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Boortmalt has two streams of communication in 2021. 1) To the supplier base (Farmers) in relation to reducing insecticide usage and improved biodiversity through the Boortmalt agronomy team's knowledge transfer programme (Limited to no group activities in 2021 due to Covid 19 restrictions). 2) Internal communication within the local team re the All-Ireland Pollinator Plan and signage is in prominent location within the office building.

3. What are your proposed pollinator-biodiversity action(s) for 2022? In addition to continuing with the current actions as outlined above Boortmalt propose to implement the following:

- (i) Reduced mowing/cutting (e.g., to further develop of clover lawn/wildflower meadow).
- (ii) Increased pollinator-friendly planting (e.g., bulbs/shrubs/hedgerows).
- (iii) Nesting habitats (e.g., bee hotel, drilled holes in wood, earth bank/banks for solitary mining bee, hedgerows for pollinators).
- (iv) Reduce Pesticide usage (e.g., Reduced fungicide and herbicide on the Heritage Farm and within the Boortmalt Malting site in Athy).
- (v) Develop a Pollinator Trail within your wildflower meadow.
- (vi) Speak to your suppliers/farmers about the Pollinator Plan and invite them to sign up: [Farmland » All-Ireland Pollinator Plan \(pollinators.ie\)](#)
- (vii) Invite colleagues to talk about the Plan to their GAA club [Sports Clubs » All-Ireland Pollinator Plan \(pollinators.ie\)](#) OR Faith Communities [Faith Communities » All-Ireland Pollinator Plan \(pollinators.ie\)](#).
- (viii) Run a lunchtime webinar for staff (Sarah at AIPP has kindly offered to deliver the webinar).

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES, Julie Testi, Group Business Standards Manager has integrated the Pollinator Plan.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

6. For Bord Bia's Origin Green members only, Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target?
Yes, we are currently developing a new OG plan which will be completed in December 2021. This new plan will have the Pollinator actions fully included.

8	<p>Broderick's Handmade (Ina's Kitchen Desserts)</p>	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Allocated area as a butterfly & bee garden. Raise grassy mounds have been kept uncut to allow wild flower growth and a firm commitment to not use pesticides on the grounds.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Discussed the importance of pollinator plants, bee hotels and not mowing grass. Encouraged employees to plant pollinator plants within their own gardens.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to maintain actions from 2021 and to further develop the butterfly & bee garden.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
9	<p>Carbery Food Ingredients</p>	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p>
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have completed additional planting at the front of the plant, added a new hedgerow at the entrance to the woodland path, wildflowers have also been sown in the area. We did 'No Mow May' initiative on sections of our green areas. We donated plants to both of the local schools for Biodiversity Day and completed riverside talks with the senior classes of the schools on water quality and biodiversity. 400 ivy plants were planted in the woodland area outside the garden to provide a source of nectar to bees in early spring. A new mixed native hedge was planted along the main road to the factory. Species include holly, hazel, hawthorn and beech. The finished scheme will include rows of daffodil bulbs/mown grass.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We celebrated Biodiversity Day on the 21st May, employees participated in a Flora & Fauna photo competition and we distributed wild flower seeds to all staff. The bug hotel installed in 2020 has matured well in 2021. Surrounding plants such as verbena, sedum and buddleja are a haven for bees, butterflies and hoverflies. The roadside hedge and verge on lands owned by Carbery is trimmed in February each year prior to the bird nesting season. Litter is collected and the vegetation is thoroughly checked in advance for signs of wildlife.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Repeat Biodiversity Day and reduced mowing, have an outdoor biodiversity workshop for employees. Complete additional planting in the areas surrounding the factory and walled garden. Engage with external groups e.g., Tidy Towns, Schools. Distribute plants or trees to employees and charities. Maintain the planting work that has been completed.</p>

	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. biodiversity is a key aspect of our Sustainability Strategy and our Origin Green program.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No, but we are in the process of starting this.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? We have specific biodiversity target in our Origin Green Program.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Carbery is developing a carbon neutral dairy farm in west Cork and biodiversity will also be a key focus in the project. We are looking forward to working more closely with our farmers on the benefits of biodiversity.</p>
<p>10</p> <p>Compsey Creamery</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up October 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to manage our site boundaries which have established hedgerows. Brambles, ivy, stinging nettles and elder continue to grow there providing food for pollinators from spring to late autumn. We have extended the areas of unmown grass to encourage wild plants. As this is only the first year, they are not at their prettiest, but a more diverse selection of plants is already evident red clover, prickly sowthistle, bindweed, buttercup, and campion among others.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? <i>Twitter post for World Bee Day 20th May 2021.</i></p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Removal of large docks from our developing wildflower areas to stop them dominating. Introduce bee hotels.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, Sustainability Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? NO. Although not a target within our Origin Green plan it remains a part of our overall sustainability plan.</p>

11	Country Crest	Signed up December 2016. Mapped on 'Actions for Pollinators' – data mapping portal. YES.
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Have supervised staff walks in the designated Wildlife area talking about the Apiary, Pond and wildflower planting. All done under Covid restrictions. But was a huge success to get staff out of office and involve them.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Printing a company (2021) calendar competition promoting local nature and wildlife. This was a huge success.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue with minimal hedge and grass cutting on site. To plant more wildflowers areas. To plan and start a new wetland area to enhance both insect and bird populations. To continue planting native trees where possible.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES as part of our Origin Green and Company targets.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
12a	Danone Macrooom	Signed up January 2021 – NEW business supporter Mapped site(s) on Actions for Pollinators – data mapping portal. TBC.
  		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We installed an insect hotel in February. It is made from obsolete pallets. We spread native wildflower seeds in April in the biodiversity field. In April we stopped mowing grass in an area 75 meters by 10 meters. The idea is to create a natural wildflower meadow. The grass will be cut at the end of September. It will be cut every September going forward.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We ran a Spring planting competition in the summer. The idea was to promote the planting of pollinator friendly plants. The competition also was used to drive awareness for all our employees on the importance of bees to humans and the extinction threat they face. We also engaged with Macrooom Tidy Towns with a view to sponsoring a biodiversity garden they intend to create at the old mart in the town.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have a 1-acre field on the west side of our site which is overgrown. We intend to complete a biodiversity project in this field and will be working with Biodiversity Ireland to select the most appropriate actions. We will also select an area to create a second natural wildflower meadow on the site. We will run another competition for employees to increase awareness of the importance of biodiversity.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have completed a biodiversity roadmap that incorporates the All Ireland Pollinator Plan. This is incorporated in the overall Danone Macrooom Nature roadmap and has been approved by the Macrooom Plant Leadership team.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p>

	<p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? There is much potential for a significant biodiversity project for the filed on the West side of the plant. Danone Macroom looks forward to working with the All Ireland Pollinator group to choosing the most applicable and beneficial project for this site.</p>
<p>12b Danone Wexford Nutricia Infant Nutrition Ltd.</p>  	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Nutricia Infant Nutrition has delivered the following actions this year on its Wexford site: Action 1: Protect what we have. Action 5: Pollinator friendly containers. Designated old stone wall for wild pollinator nesting.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Webinar by Agri Business Officer Sarah Kelly from AIPP - recorded to allow all staff access. Periodic internal communications to staff on the Pollinator Plan and pollinator friendly actions.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Action 5: Pollinator friendly containers Action 12: Drill holes in wood Action 11: Designated earth bank for wild pollinator nesting. Action 13: Installation of bee hotels.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. The Pollinator Plan is built into our Sustainability Roadmap as a key action for biodiversity.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>13 Dawn Farm Foods</p>  	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have two designated Pollinator areas on our site. The larger area (0.4 of acre) is close to our wastewater treatment plant and has been allowed develop for over two years. This is due a progress review in Spring 2020. The second area is a small decorative area at the back of our offices. Here we replaced a large unattractive and non-pollinator friendly bush with a selection of plants that will in time grow to be an attractive bee friendly space.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In spring 2021, we ran a communications campaign on site to promote Biodiversity and the role pollinators play food</p>

	<p>production. We placed information posters around the site, in the offices and canteens and made pollinator friendly wild-flower seeds available for staff to take home free of charge and plant in their gardens. This initiative was well received, and staff were encouraged to post photos of the wildflowers growing on our internal Yammer site to generate more conversation on the topic.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2019, we ran 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 and 2021 but for the Covid-19 pandemic. With Covid restriction now coming to an end, we intend to re-start this initiative in 2022.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We implement the AIPP on site as part of the strategy of our “All Our Futures” sustainability programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do so.</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target? No. We intend to include it in the next phase of our Origin Green Charter from next year.</p>
<p>14</p> <p>Dawn Meats Carrolls Cross</p>  	<p>Signed up June 2019</p> <p>Mapped on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>As relatively new members to the Pollinator Plan, Dawn Meats Carrolls Cross noticed great improvements in the number of pollinators onsite in 2020. After carrying out a number of small projects from the "Actions to help pollinators" appendix. On our onsite Integrated constructed wetlands (ICW), clear benefits were seen within weeks.</p> <p>Our pollinator friendly actions which were carried out in 2020, included the below;</p> <ul style="list-style-type: none"> • Elimination of use of pesticides & herbicides in our ICW. • A reduction in grass and path cutting. • Long flowering meadows were established - with a large portion of both red and white clover dominating areas. • Two bee hotels were installed within the ICW. <p>Overall increased awareness around the importance of helping & maintaining pollinators in our local ecosystems was achieved and a range of actions are in planning for 2022 which complements the wider Group Biodiversity Strategy currently being updated.</p> <p>Over the Winter 2021/2022 Dawn Meats Group are completing a revised group wide biodiversity strategy, with site surveys underway and recommendations pending from an experienced ecologist consultant, who has been engaged to guide the site consideration and selection process for sites to partner in the All-Ireland Pollinator Plan.</p>

15	Dawn Pork and Bacon	Signed up May 2020 Mapped on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are lucky enough to have an area of approximately 0.8 acres available to us, which previously was mowed and baled. This area is no longer mowed and has developed into a beautiful meadow. The area has developed into a landscape where pollinators can survive and thrive. Native trees have been planted which attract insects, which in turn, creates a natural nesting habitat for pollinators. 10 bird houses and bug hotels have been fitted to the mature trees which line the factory along the north-east boundary. Winter heathers and lavender plants have been planted in the flowerbeds surrounding the factory to encourage insects and bees.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have printed large A3 biodiversity perspex signs and situated them in our meadow in order to provide more detailed information to our employees. The carpark borders the meadow so there is a large footfall passing these signs.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 it is planned to scatter flower seeds in the meadow to attract a greater selection of insects. The bug hotels will be monitored on an ongoing basis to ensure they continue to be occupied. It is also planned to liaise with the National Biodiversity Centre here in Waterford in order to broaden our knowledge on biodiversity and put more initiatives in place. The National Biodiversity Centre normally runs an extensive programme of events and training workshops each year but due to the COVID-19 pandemic, they have been cancelled. We plan on participating in these once they are up and running.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes – Origin Green Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Yes. We have just registered today 29.09.2021.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes, Biodiversity is included into our Origin Green Plan 2: 2021 – 2025.</p>
		
16	Diageo Ireland St James's Gate Brewery	Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planting a pollinator garden at 98 James's Street, this is the rear garden to the property and has mature trees, the lawn area is to be planted with 1,000 perennial pollinator plants in September 2021.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? NA.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Find new areas on site to plant up.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
		

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? TBC. Membership pending.

N.B. verified by Bord Bia's Origin Green programme.

17 **Donnelly Fruit and Veg.**



Signed up January 2020
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We decided to plant our wildflower meadow this spring after putting a lot of thought into its location and preparation. We decided to plant the meadow with help from our local farmer to rotavate and plant the seeds in a location away from the noisy, busy roads, so the bees and insects had more space to roam freely.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We decided to plant our wildflower meadow this spring after putting a lot of thought into its location and preparation, and reduce mowing of grass. We have displayed our cert and engaged with our colleagues and customers regarding our progress.

3. What are your proposed pollinator-biodiversity action(s) for 2022? To expand our wildflower meadow in 2022, reduce further mowing and to create a safe and happy environment and habitat for all insects and bees.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.

18

Farmers to Market

Signed up August 2021
 Mapped on Actions for Pollinators – data mapping portal. YES.



UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Throughout 2021 we significantly reduced mowing. We already had a wildflower meadow in place, and we plan to extend this area in 2022. We also have whitethorn hedges already all around the farm area. Although we fully understand this plan is to help wild bees, we already had honeybee hives on site which are professionally managed for us. We do not use any pesticides. We are also starting to use old wood to create some natural habitats for wild bees.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We have raised awareness with our colleagues in team meetings that we are now part of the AIPP. We have invited visitors and some of our customers to the farm and explained the Pollinator Plan to them and how this helps protect natural habitats. We have also erected signage around the farm with key pollinator information facts for all colleagues, employees, and visitors to read.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?**
 We will be removing large docks and thistles from our wildflower areas to help growth into the Spring. We will be adding a number of bird boxes to the site. Further reduction in mowing. Adding a natural habitat and further wildflower meadows. Plant further fruit trees around the farm.
 A small butterfly meadow along a riverbank which runs through the farm.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy?** YES – As we are part of Bord Bia Origin Green, we are incorporating the All-Ireland Pollinator Plan, within our Sustainability Strategy.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** YES.
- 6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target?** YES we have integrated the AIPP actions.
- 7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021?** We already had wildflower meadows and whitethorn hedges around the farm when we joined in August 2021. We are currently planning to establish a butterfly meadow along the bank of a small river which runs through the farm. This will be on a trial basis into 2022. We are looking forward to a full year of working on the AIPP actions into 2022.

19

Finnegan’s Farm

Signed up January 2018
 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.



UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** - Introduction of a tree planting initiative on the farm introducing trees with honey plants that supply the bees with their food. -We have developed and improved our bee-friendly environmental area which borders Balrath Woods. We have an apiary and an insect hotel in this area. There is also reduced mowing of this area. - As part of their Integrated Pest Management programme for 2021, Finnegan’s has planted a mixture of wildflowers in the headlands and tramlines of their Brussels Sprouts crop. This will reduce pesticide

	<p>usage as aphids and pests do not like the varieties planted so these will act as a natural deterrent.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? - We had planned to visit our local school during 2020 to help set up an Insect Motel for their wildlife garden. Due to Covid restrictions this was not possible. So in 2021 when the restrictions lifted, we helped them to set up 2 insect hotels onsite in Kentstown NS.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to improve our environmentally sensitive area which is adjacent to Balrath Woods and our site.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The AIPP is integrated into our Sustainability and Biodiversity strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. We mapped our yard site.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES. We integrated the Pollinator Plan into our Origin Green Biodiversity Target.</p>
<p>20</p> <p>Genovese Foods</p> <p>VEGGIE EARTH Genovese</p>  	<p>Signed up March 2017</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We began working with our local Tidy Towns group in the village where we live in 2019. We had run into multiple problems in inner city Dublin finding projects to be involved with, where our production unit is based, so when this option presented itself it was a win win for all, especially the bees. To date we have had a wooden sculpture carved that houses a bug hotel and which resides in a river bank location in the centre of our village. In 2021 have supplied the TT with 10 x Solitary Bee Homes which will be erected on trees in the coming weeks. Also this year, we have been involved in the successful grant application for a Community Garden for our village, in helping with the design and now as project leaders in seeing the project through to completion. This garden will turn a plain triangle of grass into a Biodiversity Garden to be named, Dixon's Meadow. This area will include planting numerous fruit trees, the creation of a wildflower meadow, the building of a dry-stone walls and the planting of hundreds of pollinator friendly flowers for year-long feeding of our precious critters. We have also been involved in the re-wilding of part of our extraordinary village centre and the cutting back of ivy, to expose more of our old granite walls where solitary bees can make homes.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? I have been a business member for many years and am at present planning my Biodiversity Project for 2022. In conjunction with my local Tidy Towns and the Bumble Bee Flower Farm in Co. Cork, I will buy and plant a range of early flowering pollinator friendly plants in my home village, that are specific for feeding early emerging pollinators. A new en masse planting scheme will be introduced to the village centre which I have researched, chosen and ordered for delivery in March, from Bumble Bee Farm. This will give us a huge show of the Dahlia 'Waltzing Mathilda'. To complement that scheme, Genovese</p>

	<p>Foods will buy 40 Geranium macrorrhizum or other early flowering perennials from BB Farm, to grow alongside the dahlia show beds.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>21</p> <p>Glenisk</p>  	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Glenisk fully supports the All-Ireland Pollinator Plan 2021-25 and will continue to support wild pollinators in 2022.</p>
<p>22</p> <p>Glenpatrick Spring Water</p>  	<p>Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? a. Increased pollinator-friendly planting, by sowing wildflower seeds b. Fenced off a meadow "The Buzz of a Meadow" to support insects and bees c. Installed a Glenpatrick Biodiversity Sign at our bee hives enclosure.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? To make staff aware of our pollinator-biodiversity action we circulated a raffle sheet amongst our staff and raffled off pots of honey that was produced from our hives.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? a. We are planning on planting fruit trees to establish a small orchard. b. We will involve our staff in preparing and planting of the fruit trees c. Increase awareness in relation to Pollinator-Biodiversity on our Environmental display boards. d. Get schools involved in the planting of trees in the orchard.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? TBC.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>



An initiative by
BORD BIA
IRISH FOOD BOARD

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? At our on-site Bio Diversity Garden we have planted 5 wild flower raised beds, fitted 12 bee and butterfly boxes and added 5 extra fruit trees. When the white clover shows we reduce the cut on the garden from 4 weeks to 8 weeks to allow pollinators to thrive. When replanting beds around the site we have specifically chosen Pollinator friendly plants.

Created an on-site herb garden used by the Bistro team in preparing meals and created our own Apple Chutney 😊

We have sponsored two local groups adjacent to our Cork and Dublin offices –

1. Men's Shed, Blackpool, Cork is a community group adding green spaces to an otherwise urban area, with the planting of bulbs/shrubs.
2. Inchicore Environmental Group planted 25 apple trees in private gardens and public spaces around the Kilmainham office, to create a Pollinator Corridor. The group empowers local residents with the skills and tools to be a part of this initiative, future stages will see pollination friendly plants for window and balcony gardens.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The progress in the on-site Bio-Diversity Garden was communicated through our Workplace communications channel to all employees. We also shared the first Annual Report of the *Protecting Farmland Pollinators EIP Project* where we sit on the Operating group. We used the garden to mark the COVID milestone of being apart for one year, by planting a tree and one of our colleagues, who is a keen artist, painted a tree on a stone with the message 'Even apart we are connected through our roots at HEINEKEN Ireland'.

3. What are your proposed pollinator-biodiversity action(s) for 2022? Additional planting in the Garden, Explore links with other local Urban Gardens in Cork, Bio-Diversity training for all Employees.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? NO.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Impact of COVID on the hospitality sector has shifted the focus for the business in 2021, however our on-site garden provide a much appreciated 'safe' space for those employees who were in the office full-time, so it provided shelter for all creatures great and small!

24a

Irish Country Meats
Camolin
(An ABP Company)



Signed up January 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROGRESS.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are delighted to report that we have seen some bee activity since the installation of our bee hotels and wasps have also been present. More pollen friendly shrubs have been sown which has been attracting butterflies and bees. We have equally planted a large variety of perennials which will continue to encourage insect pollinators. Although we planted 3 sections with wildflower meadows, only one proved any results and this was quite late in the year. Nonetheless, we plan to replant wildflowers again for next spring with the hope for better results. On-site we have reduced the number of cuttings to protect the wildlife we have attracted. We have eliminated pesticides on all sites except for spot-spraying when necessary. In Autumn 2021 we plan to plant an avenue of Native Irish trees leading to our Biodiversity area, extending the corridor. Reclaiming a further section to plant wild grass meadow.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 we will be communicating with our farmers on how we can support them on their biodiversity projects. We will be sponsoring the planting of trees to some of our local schools. This year a group of company volunteers have completed litter clean up events near our site.

3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022, we plan to maintain our biodiversity corridor, monitor bee and butterfly activity and investigate areas that could be developed. As a member of Origin Green, we will be submitting our new plans for 2021-2025. We also plan to work with our local Tidy Towns to assist in clean-ups and planting.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes - We have a Group Biodiversity Plan incorporating the All-Ireland Pollinator Plan and this also integrated into our Corporate Environmental and Sustainability Policy.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. We will begin by mapping our HQ and then gather the dimensions of each area on-site and map.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES. We have integrated the Pollinator Plan into our Biodiversity Plan and set Biodiversity Targets for 2022.

24b	<p>Irish Country Meats Navan (An ABP Company)</p>   	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We created a pollinator friendly environment by planting 30m of native, flowering hedgerow, summer flowering plants, shrubs, and tress across all areas of the site. We correctly maintained all previously existing hedgerow to allow for previously established pollinators to become the basis of the improved pollinator zones. We have outlined and created 544m2 of pollinator friendly zones which contain bee hotels, whitethorn & blackthorn hedges. There has been an exceptional reduction in pesticides with only spot spraying being used when absolutely necessary. We also plan to create and plant another pollinator friendly zone towards the end of 2021.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have begun conversations with local farmers towards sponsored planting of trees and pollinator friendly shrubs and plants in the premises. We have also engaged with local schools and nursing homes towards the planting of wildflowers and shrubs on their premises also.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? 1. Creation of another pollinator friendly area containing wildflowers, shrubs, bee hotels and butterfly towers. 2. To begin the planting of pollinator friendly zones in local schools and nursing homes. 3. To maintain the current wildflower areas with correct weeding measures.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have created a Biodiversity Plan with guidance from ABP Ireland. This outlines the original plans for our wildflower areas and the proposed locations for the bee hotels and butterfly towers. This plan represents part of our biodiversity section within our sustainability strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes. For 2021 we have integrated our pollinator plan into our biodiversity plan, which will aid us in achieving our biodiversity targets.</p>
25	<p>Irish Distillers Limited</p>   	<p>Signed up November 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? IDL installed 5 x Managed for Wildlife signs and 10 x Pollinator Friendly Zone signs both in Midleton and in Dungourney Maturation Warehouse sites. Planting of flower beds and flowerpots. Wildflower areas were left to develop during 2021. Installation of 9 Bee lodges in Dungourney Maturation Warehouses. In 2018, Was launched in 2021 a nature trail was established around the site of the distillery. The idea behind the trail was to highlight the vast array of flora and fauna that is present on site and, in doing so, promote a greater awareness about biodiversity among colleagues and visitors. The full loop is approximately 2500 steps and a distance of</p>

	<p>1900m. The trail identifies five areas on site, complete with signage and storyboards which point out flora and fauna of interest. Over the last 18 months, we have planted over 200 native trees, sowed wildflowers and introduced 12 bespoke bug hotels on site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The Environmental & Energy department in Midleton has communicated the newsletter both electronically and on notice boards.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In Dungourney the plan is to plant 12,000 trees and 7,000 shrubs, 8,000sq.m. of both wildflower and clover meadows.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes – the Pollinator Plan is part of the <i>Nurturing Terroir</i> Pillar.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes – the targets are part of the Origin Green reports.</p>
<p>26</p> <p>Keelings</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up July 2019 Mapped on 'Actions for Pollinators' data-mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? i) Reduced mowing across the entire farm from March to November. ii) Increased wildflower Meadows yearly. iii) Creation and maintenance of pollinator friendly habitats, bee hotels, bare earth, sand piles. iv) Hedgerow maintenance managed for pollinators and other wildlife, wild areas of large willows etc... left untouched for early pollination, elder, blackthorn and whitethorn in abundance. v) Reduced pesticides.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Several in house biodiversity and SDGs under land use talks. Social media presentations of wildlife and re wilding Keelings We are working with suppliers with surveys and communication on sustainability goals including land use and biodiversity. Keelings driving rewilding and raising awareness of natural capital.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increased Sustainability Goals.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We are working with a sustainability plan including Biodiversity and Land use incorporating the All-Ireland Pollinator Plan principles. This is now a Biodiversity Pillar within our companies Sustainability Strategy. of actions for our 2022 pollinator-biodiversity work.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will work on this now.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are working on increasing our biodiversity and Bee populations for 2022 and rolling out more education around the importance of pollinators.</p>

Signed up January 2021 – NEW business supporter
Mapped on 'Actions for Pollinators' data-mapping portal. YES.




UPDATE 2021

This report outlines the progress of Biodiversity actions within 6 AIPP production facilities within Kepak Meat Division in Ireland in 2021; Athleague, Co. Roscommon, Mc Carrrens, Co. Cavan, Ballymahon, C. Longford, Clonee, Co. Meath, Kilbeggan, Co. Westmeath, Watergrasshill, Co. Cork.

In April 2021, Kepak Group introduced a strategic project to enhance the biodiversity at site level which included 3 sites in the UK also McIntosh Donald, Bodmin and Merthyr. The objectives of this project are: Incorporate Biodiversity ownership at site level, Implementation of PhD recommendations and ISO 14001 requirements, implement biodiversity measures at site level and capture in group sustainability plan.

Since then, Kepak sites have each; Appointed a Biodiversity Champion for the site; Been mapped and tracked and are on the AIPP website; Installed 5 plots for the purpose of the PhD study to determine the impact of biodiversity friendly management actions on plant and insect communities (Appendix 1).

As part of this study, they have been: mowing one plot under a pollinator friendly regime; growing another plot as long flowering; The plots are in pollinator friendly containers such as road sweepers or timber structure; These plots are strictly eliminating the use of herbicide.

- Athleague, Cork, Kilbeggan and Ballymahon each have their own flowering meadow installed with plans for other sites to progress later in the year or in 2022.
- The wildflower planted as part of the PhD study and meadows is a total 12176 m² (Appendix 2).
- Identified and are protecting areas that are already providing food and shelter for pollinators for example McCarrrens Forestry Corridor in Co. Cavan (Appendix 3) and hedgerows in Kilbeggan.
- Each site has a plan in place for the year of 2021 and will cover a range of activity including: Hedgerow planting, Neighbourhood Clean Up's, School Engagement, Planting of fruit trees, Installation of Bird Boxes, Native Tree planting, Bat Box installation, Vegetable plots installed for staff, Wildflower planting.
- As part of the PhD study the Biodiversity Champions have learned a great deal of how to manage the plots and their pollinators and have affectively started growing communities. This is measured by each of them completing a survey at the end of every month to calculate the different species within the plots and the count of how many within each.
- The sites have also installed bee hives where possible and have been busy managing the needs of the honey bee, this has also been a great learning for the Champions and have had experts come in and advise on how best to look after the bees (Appendix 4).
- In Cork they have been working with the local community association and looking after the outskirts of the site regarding Biodiversity. Kepak Watergrasshill have completed an ecological report in Moonbaun woods in Watergrasshill to discover the abundance of pollinators, birds, flowers, native trees, habitats, and streams located near the site.
- Some of the many diverse species identified were: Grey wagtail, a red listed species of high conservation concern; Meadow pipits which breed in the habitat; Cuckoo flower or Lady's smock a food plant for the Orange tip butterfly; Wood sage a food

plant of the Speckled yellow moth; Western bee -fly which parasite the larvae of ground - nesting solitary bees.

- Year to date the Biodiversity champions have been busy but are thoroughly enjoying the education and hands on activity around their sites.
- By the end of the year, we hope to have established a measurement of their success in this space and continue to complete the actions set out with the All Ireland Pollinator Plan, our Origin Green Targets and the recommendations brought about from the work with Ceri Greene in Trinity College Dublin.

**28 Kerry Group plc
Tralee**



An initiative by
BORD BIA
Irish Food Board

Signed up November 2021 – NEW business supporter
Mapped on ‘Actions for Pollinators’ data-mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have carried out a review of our site and identified areas which will shortly be marked out and signage (using the templates) put in place as follows:

- 1 Existing pollinator friendly, self-pollinating, pesticide-free area to be marked with “pollinator friendly” & “pesticide free” signs.
- 2 Woodland areas on site are already left wild and are pesticide-free – they will be marked with appropriate signs.
- 3 Areas of pesticide-free bare ground identified as areas for ground nesting and to be marked with “pollinator friendly” and “pesticide-free” signs.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have shared tips and facts re pollinators on our internal Facebook for workplace site page.

3. What are your proposed pollinator-biodiversity action(s) for 2022?

- 1 Place locally made bee and insect hotels on site
- 2 Identify additional areas for planting with additional pollinator friendly plants
- 3 Review grass mowing policy
- 4 Carry out site presentation via teams on our actions

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES/NO.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target? YES/NO.

29 Kinahan’s Whiskey



An initiative by
BORD BIA
Irish Food Board

Signed up September 2018
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?

- a.) We still maintained our site all though there was not much activity regarding Covid -19.
- b.) We have kept up with reducing the sections of grass we mow and have communicated this with our caretaker.
- c.) We have cut down and maintaining efforts to Reduce pesticide on site.
- d.) Prior to the outbreak of Covid we also maintained our Pollinator Bee hotels.

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>a.) We have reached out to other regions and starting to educate the public and our distribution partners & consumers about giving back to nature. We are involved with a forestation project in Portugal setting seeds and planting these saplings to create forests. https://kinahanswhiskey.com/nature-diversity/</p> <p>b.) We have also taken part in World Wide Social media, Bee Pollination awareness in conjunction with Bord Bia.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>a.) Maintain our existing actions on site and improve where we can.</p> <p>b.) Increase and support our Forestation program of rare Species Oak in Portugal.</p> <p>c.) Look at other options to increase awareness with our consumers.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. When we first signed up with the pollinators organization. We had some trouble logging but had help from Organization when signing up. They were satisfied with our commitment</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>30 Kinsale Mead Co</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are Ireland's first meadery in 200 years, a small family business located in Kinsale, Co Cork. making award winning meads fermented from honey and fruit. We do tours and tastings at the meadery covering the history of mead and bees in Ireland, bee and honey education, raw honey tasting and making and tasting mead. We are passionate about all things bees.</p> <p>We added further wildflower and seed planting to the steep area on side of the meadery and added in two bee hotels designed by a bee group in Cork city. We noticed a much wider range of wild bees and bumble bees this summer.</p> <p>We did a collaboration project this year with Sunnyside Fruits from North Cork who are also a Wildflower seed supplier to raise awareness around wildflower pollination. From mid spring up to World Bee day, we included sachets of Irish wildflower seeds with our online orders and information sheets on pollinator friendly herbs and plants. We were so pleased to get back several photographs of beautiful wildflower patches later in the summer. While we recognise the 'Don't Mow' approach is the best, this is also a good way of raising awareness.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We used our tours again this year to educate people on what real honey tastes like compared to the adulterated honey that is becoming so prevalent and how little honey we produce in Ireland today. We use two different Irish honey types on our tour, summer wildflower honey from West Cork and heather honey from Galway. Tasting real honey continues to be a real eye opener to</p>

	<p>many of our visitors. We also use the tours together with the All-Ireland Pollinator plan sheets to educate people on the challenges facing our bees and wild pollinators and what people can do to help.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have produced a beautifully illustrated poster of the 'Bechbretha', Ireland's ancient Bee Laws and deferred the role out of that this year. It is a fascinating insight into how protected our bees were in ancient Ireland and we would like to use this in 2022 as an inspiration for people to support pollinator friendly activities for both honey bees and wild pollinators. We are looking for further collaboration activities with our local beekeepers and fruit/honey suppliers next year to continue to raise awareness around community and individual actions that we can all take to support our native pollinators. We want to expand our wildflower planted area further and start to collect some data on bee types that we are observing. As part of that we would like to join in the Bumble Bee monitoring scheme.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES – per our plans above, note we are small family business so we don't have an overall strategy document.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Looking for some help here on how to log this as was not obvious from link provided.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES – We have these actions as part of our Origin Green plans for 2022 and beyond.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have met with a lot of Beekeepers over the last few years and they generally would like to see a lot more done with the farming community, the feedback we get is that many of our farmers don't know or understand very little about wild pollinators and the actions they can take to reduce the impact their farming practices.</p>
<p>31 Lakeland Dairies Bailieborough</p>  	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 we have resown our 2-acre wildflower meadow site with a pollinator friendly seed mix. This included species like phacelia, clover, Devil's Bit Scabious and many more. We have also sown flowers along some banks to increase onsite green space, committed to reduce mowing during the summer months and have also eliminated pesticide usage on site. We have also included our local community this year by donating two 2,500m2 buckets of wildflower seeds to Bailieborough Tidy Towns and Laragh Community Development. This year we branched out our Ecological Conservation and Enhancement plan to our other site in Lough Egish, Co Monaghan, where they have also sown a wildflower meadow and set up an onsite apiary.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We include the pollinator plan monthly newsletters on our environmental notice board to increase awareness. This year we gave out 100 free boxes of wildflower seeds to our employees that covers 10m2. We also gave away 90 jars of honey from our onsite apiary to anyone who signed the sign-up sheet.</p>

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Next year we plan to further increase green space on site and also plan to increase the number of hives in our apiary.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We set up our Ecological Conservation and Enhancement Plan in 2019 when we joined the AIPP. The main aim of the plan is to increase biodiversity on site and maintain and support our current onsite habitats.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes. We have integrated the AIPP into our Origin Green targets for 2021 to 2025.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Our pollinator journey was extremely rewarding this year on both the Bailieborough and Lough Egish site. Our onsite apiary has gone from strength to strength, and we had a big honey harvest this year thanks to the good weather. It was seen as a great awareness tool with our employees as each year they are waiting for their jar of honey and we got a great response from them. We also have noticed an increase in the number of pollinators on site this year especially in our wildflower meadow. It is incredibly rewarding seeing pollinators in areas we spent so much time and effort creating for them that would have been left bare. We hope this will continue in the years to come.</p>
<p>32 McBride Fishing</p>   	<p>Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Before the end of this year we will have purchased a building and the site and will be erecting an additional building in 2022 a process which was delayed by Covid 19. Prior to this the green areas surrounding the rental facility we were in were managed by the owners. We will be creating a green area, planting bee friendly hedgerows & wild flowers as outside most of the fences is an abundance of heather and wild flowers growing.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? I do also have plans for an additional Bee Hotel and getting the local national school to help me with my pollinator plan. (The Bee Hotel that is at our local National school - Scoil Naomh Brid in Downings I built myself).</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? I do plan to get involved with Downings Tidy Towns in 2022 to create a Bee/insect Hotel somewhere in our area I will also make sure to sponsor the planting of bulbs at our local national school.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES/NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? IN PROCESS.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES/NO.</p>

33	McCormack Family Farms	Signed up November 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are maintaining 9m headlands around every single field under our management. Headlands span from ditch or hedge to crop and they remain no-mow, no-spray areas and are completely untouched to allow pollinators and all other forms of wildlife to thrive. We reserved 5ha field at the back of our factory for pollinators. We used to harvest chive, thyme and rosemary, but this field is not left untouched with addition of wildflowers. We also partnered with local beekeeper, Paddy Gorman from BeeWise, who installed first hives in 2021. We are committed to continue working with Paddy and to grow the number of beehives.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continued to communicate with our business customers and with consumers what we do in terms of sustainability, which includes our efforts to promote pollinators. We also shot a professional video explaining what headlands are and why are extended headlands important as growers and to wildlife and pollinators.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are converting one of our fields into organic, which will benefit the pollinators. Additionally, we are continuing with extended headlands and no-mow commitments. We will be installing bee hotels and creating additional earth banks next year, too.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. To be completed by end of November.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
		
34	Meade Farm Group	Signed up May 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? (i) PROTECTION OF BIODIVERSITY: Facilitating the work of our Resident Beekeeper Ken Boyle: 2021 has been a good year for bees, honey production and colony building. Due to the bad weather and low yields of 2020, it was a completely different story the start of the year though. Many of my colonies were weak upon first inspection and action needed to be taken to insure survival. At the Meade Farm apiary, we had to merge colonies together to give them the best chance of building up for the summer. This meant hive numbers at that apiary were reduced to 5. I also moved these strong colonies to crops of oil seed rape temporarily to build them up early in the year. While the apiary was empty, I started work on changing the configuration of the hive stands into a hexagonal shape representing honeycomb and will complete this work over the winter. I moved the hive back in early June and was able to increase the number to 12 before the end of the season. Next season (2022) I will increase the numbers at the apiary again and work with Meade Farm on</p>
		

	<p>sowing more pollinator friendly plants around the site to encourage even more biodiversity in the area. The arrival of the red mason bee to the site was a welcome sight and a testament to the work already done. (ii) and (iii) REDUCED MOWING & INCREASED POLLINATOR PLANTING: Increased wildflower plantings of 3.5 acres were left untouched and we are designating pollinator strips on our crop land where possible. (iv) NESTING HABITATS Nests of Red Mason Bees at security hut were left untouched. (v) PESTICIDE REDUCTION Meade Farm are continually working at alternative organic means of pesticide reduction such as Integrated Pest Management.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? (i) <i>Raising awareness in your local community</i> We have regular posts on the web and social media about the importance of promoting biodiversity – using the tools we receive from the AIBPP to encourage people to plant pollinator friendly plants and to refrain from mowing their lawns certain times of the year. We also include a talk on our pollinator plan and the importance of it to all tours that come on site. While almost all public tours were cancelled this year – school groups and tourism – we are including a discussion of our bees on our trade visit tours and UCD Final Year Horticulture student tour.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? (i) <i>Raising awareness in your supply chain?</i> We will include a new section in our Supplier Undertaking Form that asks our suppliers about their biodiversity actions and encourages them to look up ways they can support the All-Ireland Pollinator Plan through www.pollinators.ie</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. In the process of registering all of our actions.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated AIPP 'Pollinator Actions' into 'manufacturing processes' as a Biodiversity Target? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? GOOD NEWS BEE UPDATE! We noticed a few beehives had formed in the eaves of our security hut. Wanting to ensure that our head of security Michael and all visitors were safe from any swarms we called resident beekeeper Ken Boyle out to use his expertise to possibly 'herd' them to a new home elsewhere. Ken was delighted to report that these were non-aggressive Red Mason Bees, a welcome new addition to the farm! Their venom is very weak so they are not a stinging threat - Michael and our visitors are safe! - and we are thrilled to have this amazing bee here at Meade's. They will nest in their masonry-like hives for a short time, then move on until next year. We will ensure that their nests remain undisturbed in the meantime.</p>
<p>35 Newgrange Gold</p>   <p><small>An Initiative by</small> BORD BIA <small>IRISH FOOD BOARD</small></p>	<p>Signed up November 2018 Mapped on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have incorporated an Apiary, 1 new top bar Hive for 2021 and 2022 has been included, three areas have been left to wild around the site with an estimated area of 100-150 Sq. meters, Spraying is limited to hard surfaces, 3 bee/insect hotels & dry stone wall area has been left for mining bee's and exposed areas on banks have been left to wild.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? No Indoor or communications actions were implemented.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Maintain all areas for pollinators that have been created, dry stone walling for Bees, 3 insect hotels & Wild Flower/ wilded areas around the premises.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. Origin Green.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>					
<p>36 Niks Tea Limited</p>   	<p>Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Niks Tea is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025 and will continue working on actions for pollinators in 2022.</p>					
<p>37 Oakpark Foods</p>   	<p>Signed up November 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>					
<p>38 Oliver Carty ULC & VOA Foods Ltd.</p>   	<p>Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <table border="1" data-bbox="545 1388 1505 1814"> <tr> <td>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Protecting any existing pollinator shrubs, plants and/or trees. Added to our spring flowering shrubs and bulbs. Added to our summer flowering shrubs and bulbs.</td> </tr> <tr> <td>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have engaged with the local Tidy Towns group and as a result have sponsored a local Bee hotel.</td> </tr> <tr> <td>3. What are your proposed pollinator-biodiversity action(s) for 2022? Extend the Pollinator friendly planting to include flower / herb bedding and signage</td> </tr> <tr> <td>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No. Not yet.</td> </tr> <tr> <td>5. Have you logged your HQ/site(s) on Actions for Pollinators? No not yet. Working on this now – just registered and will add site etc</td> </tr> </table>	1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Protecting any existing pollinator shrubs, plants and/or trees. Added to our spring flowering shrubs and bulbs. Added to our summer flowering shrubs and bulbs.	2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have engaged with the local Tidy Towns group and as a result have sponsored a local Bee hotel.	3. What are your proposed pollinator-biodiversity action(s) for 2022? Extend the Pollinator friendly planting to include flower / herb bedding and signage	4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No. Not yet.	5. Have you logged your HQ/site(s) on Actions for Pollinators? No not yet. Working on this now – just registered and will add site etc
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Protecting any existing pollinator shrubs, plants and/or trees. Added to our spring flowering shrubs and bulbs. Added to our summer flowering shrubs and bulbs.						
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have engaged with the local Tidy Towns group and as a result have sponsored a local Bee hotel.						
3. What are your proposed pollinator-biodiversity action(s) for 2022? Extend the Pollinator friendly planting to include flower / herb bedding and signage						
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No. Not yet.						
5. Have you logged your HQ/site(s) on Actions for Pollinators? No not yet. Working on this now – just registered and will add site etc						

	<p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? NO.</p>
<p>39 O'Neills Dry Cure Bacon Co.</p>   	<p>Signed up October 2018 Mapped on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have commenced work on 2 areas at our offices for planting. We also organising planting at our local primary school with bee bombs in spring 2021.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have no capacity for indoor to date but would hope to facilitate talks at our local primary schools with beekeepers in 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Further planting and education.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N.A.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? As a small company we are committed to the process but have been unable to progress much in 2021 but would hope to be able to do more in 2022.</p>
<p>40 Portmagee Distilling and Brewing Company Ltd.</p>   	<p>Signed up April 2018 Mapped on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Appropriate signage placed to inform people of the All-Ireland Pollinator Plan placed at reception space to visitor centre.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands. Planting of pollinator friendly wildflowers at Portmagee Domes external berm. Outdoor signage to explain our Pollinator Friendly actions and goals.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES – It is part of our Sustainability Goals as part of our Origin Green certification.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>

	<p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? 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 has planted a native Irish woodland as part of the Neighbourhood Scheme comprising of 5,340 trees including Oak, Birch, Rowan, Hazel, Alder and Scots Pine. Portmagee Whiskey has 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. 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>
<p>41 Shines Seafood</p>   	<p>Signed up July 2017 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 In the process of moving offices so reduced pollinator actions in 2021. AIPP removed from Origin Green targets for the moment until premises re-established. Fully supportive of AIPP and will re-engage in 2022.</p> <p>NOTE: verified by <i>Bord Bia's Origin Green</i> programme.</p>
<p>42 Slaney Foods International <i>(An ABP Company)</i></p>   	<p>Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> - Reduced the amount of water extracted on site, retained European Water Stewardship gold membership status, maintained discharge compliance in 2021 to eliminate pollution of local river. - We have eliminated pesticides on our site except for spot-spraying when absolutely necessary. - Has begun to carry out Biodiversity research to introduce biodiversity projects onsite. - new biodiversity collaboration with ABP. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> - Assigned a Biodiversity Champion for the site and introduced a biodiversity Policy. - Site signed up to Biodiversity Irelands Actions for Pollinators. - Biodiversity has been included in the company's new Origin Green plan 2021-2025 - Slaney have collaborated with Teagasc to enhance information dissemination. Teagasc has allowed us to reproduce articles from their monthly farmer publications. So our farmer suppliers have been able to access this good material via our website.

	<p>- Slaney Foods has a major partnership with UCD called Smartsward. Biodiversity is a major theme of this project. Slaney is an industry partner and has helped finance this project.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>- We will implement projects based on our Policy and in the Monitoring Guidelines to develop biodiversity corridors as per the Nurture Nature programme.</p> <p>- Possible development of biodiversity corridors in partnerships we have in place with two schools in Co. Wexford.</p> <p>- Same possibility with development organisation in the local village (Clohamon) where we are located.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Company has just signed up.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES, new target for new plan 2021-2025.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We as a company are excited to get going on Biodiversity projects in 2022 collaborating with ABP and looking to work with the local community in developing ideas that we can lend our support to.</p>
<p>43</p> <p>St. Patrick's Distillery</p>   <p>An initiative by BORD BIA Irish Food Board</p>	<p>Signed up August 2021 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>October 2021 – Stage 1: clear out the backyard.</p> <p>February 2022 – Stage 2: Planting a selection of perennials along the perimeter walls.</p> <p>April 2022 - Continued maintenance of shrubs. Construction of a series of bee hotels on the south facing rear wall of our premises.</p>
<p>43</p> <p>Total Produce</p>  <p>Let's Grow Together</p>  <p>An initiative by BORD BIA Irish Food Board</p>	<p>Signed up February 2021 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>a) Our site in Balbriggan have begun a biodiversity innovative project. They are utilising the green area to create a biodiversity garden planting wildflower seeds and leaving areas of grass untouched.</p> <p>b) We are talking with local bee keepers to offer our land so that they can house their beehives and manage from our Total Produce site.</p> <p>c) We will also plant some flower bed/containers just outside the entrance in Balbriggan with herbs, i.e. the thyme plants by the end of October.</p> <p>d) Insert bird nesting boxes to the poles outside the building.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>

	<p>a) Our business will do a print run of garden guidelines. We are waiting for new assets from AIPP with updated new logo.</p> <p>b) We conducted informative webinars about sustainability and how biodiversity plays an important role.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>a) In 2022, we plan to get more of our sites involved in implementing biodiversity initiatives by educating employees, planting pollinator friendly flowers and nesting habitats.</p> <p>b) Start to educate growers on the AIPP.</p> <p>c) We plan to work with the local community and sponsor events to educate children in local schools about the importance of sustainability and biodiversity.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have included biodiversity as part of our wider sustainability strategy. Under biodiversity in Ireland, we are incorporating the All-Ireland Pollinator Plan. The AIPP is the perfect entry-level framework for our company to follow each year to implement significant changes.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No we haven't yet and will do so in the coming week.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES. In 2021 we integrated the Pollinator Plan into our Origin Green plan under biodiversity. We plan to implement at least one new biodiversity initiative each year.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Our sites are taking a real interest in biodiversity, we have started the conversation internally and have support to begin implementing biodiversity initiatives across our business.</p>
<p>45 Waterford Oysters <i>Meitheal Tra na Rinne Teo</i></p>  	<p>Signed up October 2018</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Willow, gorse and blackthorn were planted winter 2020/2021. As the site is now fairly full our focus has switched to maintenance of pollinator friendly plants by cutting back, editing where necessary.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Consulting with a local beekeeper as to the work we have undertaken, and noting his suggestions for future improvements.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Sowing seeds of native wildflowers where space allows and continued maintenance of what is now a rich diversity of native shrubs and weeks.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, but we plan to develop a Sustainability Strategy for the company and it will be integrated into it.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES – we have now logged our site on Actions for Pollinators.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>

46	West Coast Crab Sales Ltd.	Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. VIA TIDY TOWNS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our business premises is a small office on one of the main streets in the town of Belmullet. Unfortunately for that reason we are unable to plant or designate a pollinator friendly area. Therefore, we decided to contact our local Tidy Towns Committee to see if there was a way we could get involved and help their pollinator- biodiversity projects. This has been very successful for us and we love to see the many different projects that we have contributed to over the years. In 2021 our donation went towards the town farm area in the middle of Belmullet Town. It is a fantastic initiative by the Tidy Towns committee that gives opportunities to others to get involved.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our donation to Tidy Towns and the work that they do towards their pollinator projects are advertised on social media and in local newspapers to help create awareness. We promote it on our website and have a poster on the main office window in the town to show our continued support.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan to continue our donations to Belmullet Tidy Towns. We have also discussed approaching the local school about planting seeds and creating a pollinator friendly area. We would also like to introduce the junior pollinator plan to the school if they are willing to work with us.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO, we have not marked the locations as they have already been added to the map by our local Tidy Towns committee.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
 		
47	Wexford Preserves	Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have in place a bee friendly garden at Wexford Home Preserves. After completing a Bee Keeping course in WIT my husband Tom became very interested in creating an environment that would provide vital food for the local bee population. With the help and advice from local garden centre we planted an area to the side of the car park full of bee friendly flowers. We have continued to maintain this area throughout 2021. We plan to add two more bee friendly gardens to our area around our work place in 2022.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? When we initially sponsored the bee garden in our local school we spoke to the children in the school about bees and the importance of them and the importance of providing food in the form of wild flower or bee friendly plants in order for them to survive. It was not possible to visit the school this year or indeed 2019. We plan on visiting the schools who win our 'plant your own bee</p>
 		

	<p>garden competition’ in 2022 to speak to the children regarding the importance of Bees.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have planned to run a competition among Wexford primary Schools for a chance to win their Bee garden. Wexford Home Preserves will donate a specified amount of money for the school to work with Beachdale Garden Centre who will advise on the correct plants and planting procedures to create a garden full of plants that are bee friendly. We are offering this opportunity to five schools. We have already sponsored our local primary school Horeswood to create their Bee garden and it was a huge success. We plan to add to this particular garden again next year. We have also created our own Bee garden at Wexford Home Preserves which we plan to expand next year also.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, we have written about our Bee Garden and our involvement with our local school in our Origin Green Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target? N.A.</p>
<p>48</p> <p>Wicklow Way Wines</p> 	<p>Signed up October 2019</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> Maintained existing bee colony in existing beehives. Reseeded nectar rich annuals. Maintained area of fresh rainwater for insects in small pond. Left an area of wild uncultivated land to ensure wildlife proliferated. <p>(All activities are carried out in our home garden as no land is available with the business).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> We regularly check in, retweet, and occasionally comment on, posts created by Bio Diversity Ireland We proudly display the Bio Diversity Ireland plaque in our winery, to raise awareness We have introduced another business to the programme, to encourage involvement <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ol style="list-style-type: none"> Maintain existing bee colony in existing beehives Reseed nectar rich annuals Maintain area of fresh rainwater for insects in small pond <p>Continue to leave an area of wild uncultivated land to ensure wildlife proliferate.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No (not in writing), but is part of way we live our lives.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your ‘manufacturing processes’ as a Biodiversity Target? TBC.</p>

49

**Wyeth Nutritionals
Ireland Ltd.**

Signed up 2016

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

Wyeth | Nutrition



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to manage our 1,800 m2 wildflower meadow only cutting once per year and removing the cuttings. Our heritage orchard continues to expand with the planting of an additional six apple trees in 2019 and progress made on all other initiatives. The heritage orchard now contains a total of 15 native apple trees. Our native woodland of over 1,00 trees continues to thrive and this area is adjacent to the riparian zone of the estuary which we have maintained untouched. We have minimised the use of pesticides on site using plant - derived control measures where possible.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have included articles on biodiversity and the environment in our monthly in-house environmental newsletter.

3. What are your proposed pollinator-biodiversity action(s) for 2022? We will continue to enhance all our biodiversity projects and specifically:

- Reduce mowing on a designated 100 m2 area
- Plant an additional 400 native trees at our woodland area.
- Work with our landscaper maintenance contractor to reduce pesticide use and identify pollinator-friendly planting schemes.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, our biodiversity projects are included in the objectives of our Environmental Management System (ISO 14001).

5. Have you logged your HQ/site(s) on Actions for Pollinators? Yes, two sites have been added, more will be added in 2021.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes, all actions have been included in our Biodiversity Target.

Origin Green Companies A-Z – FOOD SERVICES – NB Origin Green has verified this list.

Name of Business	ACTIVITY UPDATE to support AIPP
<p>50 KSG Catering Ltd.</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up August 2021 – NEW business supporter Mapped on 'Actions for Pollinators' data-mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Confirmation with 3 CBRE Sites = Clients (Carlow, Clonmel, Brinny have signed up to AIPP), Novartis confirmed Biodiverse actions on site. In addition, have begun our head office pollinator friendly actions for 2021. The first action is to preserve the areas that are already there, namely not clearing buddleia, brambles and ivy from the central shrubbery in the main lawn area. This area provides much shelter and food for wildlife and should be maintained as it is. Action 2 is to modify grass cutting regime to allow a much longer area in the main lawn area: this area already has a number of wildflower species in it such as wild buttercup and red and white clovers and dandelions. These will proliferate if the area is managed as a meadow and will increase biodiversity.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Have begun introducing the AIPP to Supply chain, with a commitment of introducing plan to 10% of supply chain by 2026. Confirmed with Sarah Kelly communication with procurement with regards to AIPP, can mapped as a "Communication Action" within the AIPP Plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have nearly achieved our proposed 5 pollinator friendly actions for 2021 and next year propose to engage with 6 more clients on pollinator friendly actions.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES the biodiversity actions have been approved by our CEO and we have engaged numerous key account managers to ensure our commitments to pollinator friendly actions are fulfilled.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES in 2021 we integrated the Pollinator Plan into our Biodiversity Strategy/Plan and are progressing on achieving our Biodiversity Targets for 2022. Our plan is to achieve 35 pollinator friendly actions across our sites by 2026.</p>
<p>51 Sysco (formerly Pallas Foods)</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>

Origin Green Companies A-Z – RETAILERS – NB Origin Green has verified this list.

Name of Business	ACTIVITY UPDATE to support AIPP
<p>52 Aldi Stores Ireland</p>  	<p>Signed up October 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> Finished our 10440 m² wildflower meadow at our Head Office in Naas, Kildare. This meadow contains native wildflower mix, providing a habitat for endangered species. It contains signage, bird boxes and insect boxes. In our Regional Distribution Centre in Cork we introduced a wildflower meadow and installed bird boxes and insect boxes. We also planted seasonal bulbs and introduced electric robotic mowers. The clippings fall to the soil, mulch and fertilise the lawn. Continued with our plan to plant 1 million native trees across Ireland by 2025. The native tree plantations will create a wildlife corridor for native species and enable grassland to revert to more natural vegetation, further enhancing biodiversity in the area. We have planted 238,161 native trees (since 2019) and are currently sourcing sites for the remainder of the 2021 planting season. Donated high pollinator plants to our charity partner Barnardos for their centres and project gardens. Reduced grass cuttings. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> Promoted our 'Bee Happy Garden Madness' campaign in June which included four trollies of high pollinator friendly plants. Educated our staff through informative articles on our internal communications platform. Hosted a Teams chat and informative session with Dr. Úna FitzPatrick for our Buying Office. Encouraged our Irish suppliers to sign up to the All-Ireland Pollinator plan. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> Promote our 'Bee Happy Garden Madness' campaign in June which will include trollies of high pollinator friendly plants. Look to enhance our Green Roofs in our stores. Make our stores pollinator friendly through planting. Continue to plant native trees in 2022 to reach our 1 million native trees target. Continue to donate high pollinator plants to charity partners. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>6. For Bord Bia's Origin Green members only, Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes, in 2020 we integrated the Pollinator Plan into our Biodiversity Strategy/Plan and are progressing on achieving our Biodiversity Targets for 2022.</p>

53

Lidl Ireland

Signed up September 2018

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? This past year has seen Lidl unveil the Pollinator-Friendly Store concept and commitment to rolling this out to 20 stores across the country. *Pollinator-Friendly Stores* are an innovative concept whereby suitable surrounding areas at Lidl store locations are optimised to create an area of pollination promotion. Featuring reduced mowing practices, wildflower planting, an insect hotel and informative signage, these areas can look overgrown but are in fact a haven for pollinators like bees, butterflies and hoverflies, which are essential for the production of the fresh fruit and vegetables that Lidl is renowned for.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? A big impact area for Lidl is working within the supply chain and in March 2021 became the first and only retailer in Ireland to design a biodiversity-focused farming standard in collaboration with a certified body. Developed in partnership with GLOBAL G.A.P., the *Integrated Farm Assurance Standard*, is an internationally recognised standard for sustainable agricultural practices and food production. This standard echoes years of research and stakeholder collaboration arriving at several essential compliance criteria which now include biodiversity specifications that the retailer is working alongside several of its more than 260 local Irish suppliers to integrate into its supply chain. In September 2021 together with Gaisce, the President's Award, we are working with young people to *plant for pollination* and putting bulb packs on sale for planting this autumn to flower in the Spring. This is marking the 35th anniversary of Gaisce, helping develop young people's green thumbs and promoting our pollinators!

3. What are your proposed pollinator-biodiversity action(s) for 2022? Develop signage for the pollinator friendly stores, design Lidl specific insect hotels for suitable stores and continue to offer pollinator friendly plants in-store for customers brighten their gardens with.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Retailer so don't have the manufacturing processes within Origin Green but will be establishing the next set of 5 year plan targets in the coming months so will review ways to intertwine biodiversity alongside these.

54

**SuperValu
(Musgraves)**

Signed up December 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? - Stores have sold pollinator friendly plants and bee hotels. - Stores have switched to/continued to use Pollinator friendly plants in available spaces on site.

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? - As part of the Sponsorship of TidyTowns we have promoted biodiversity and showcased groups who are activating it well. - We have used our social channels to promote pollination.</p>
	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? - We will work with the Department and the TidyTowns unit to ensure that Biodiversity is the lead message in our joint communications to committees. - The promotion of Biodiversity will form a key element in our sustainability messaging in 2022.</p>
	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes – Biodiversity is a key element of our Sustainability Strategy.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No – This will form part of our 22 plan in conjunction with support from the AIPP.</p>
	<p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Our ambition is to be the most trusted and sustainable business in Ireland, making a real difference to people's lives and ensuring our actions have a positive impact on our planet. At Musgrave we take a holistic approach to sustainability, which means embedding sustainability into every area of our business and brands, ensuring our actions result in positive outcomes through our focus on people, planet and prosperity. SuperValu is Ireland's Leading retailer with over 220 Stores in the Republic of Ireland. We believe in working together, with our retailers, partners and shoppers, to make our communities better. We believe that our communities are stronger when we care for our environment and make small changes for the better. We are committed to improving the environment around us and building a more sustainable future for all. Improving the biodiversity of our local communities is fully integrated into our strategy and planning. We had investigated rebooting the "Save the Bees" school initiative in 2021 after having had to pull it in 2020. However due to the impact of Covid, the closure of schools and pressure on stores, we were unable to activate the initiative. The SuperValu TidyTowns Competition was cancelled in 2020 and we have been working with the Department on the 2021 Competition. We surveyed local TidyTowns committees to understand their priorities and almost ½ of them ranked Biodiversity as their key area of focus.</p>

BUSINESS SUPPORTERS ALPHABETICALLY A-Z

	Name of Business	ACTIVITY UPDATE to support AIPP
1	<p>Abbott Diabetes Care Ireland (Donegal)</p> 	<p>Signed up April 2017 Mapped site(s) on 'Actions for Pollinators' - data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? With the completion of construction activities at the Donegal site and despite the ongoing challenge of the global COVID-19 pandemic throughout 2021, improvement and enhancement of the Abbott Diabetes Care (ADC) Donegal environment has continued in a sensitive manner.</p> <ul style="list-style-type: none"> -New security fence installed with Trees and Hedgerows sown along its length: -Approx. 48 mature/semi-mature native trees planted including Oak, Rowan, Silver Birch, Scots Pine. -100 native saplings were also planted including 130m of native mixed hedging (Whitethorn, Blackthorn, Ash, Holly, Birch). -Maintained our Wild Flower Meadow Walk where you will find bug hotels, native planting with lots of butterflies, bees and other insects during the Summer. We are currently cutting back this meadow to replenish the native species and stop the invasive species taking over in order to have the perfect habitat for next Spring 2022. -Reduced mowing/cutting is still in operation at the site to allow nature to take its course. -Volunteered at a HSE day services centre for clients with special needs. We planted native bulbs, flowers and shrubs to attract bees, butterflies and other insects for enjoyment of the service users. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> -Internal communications via EHS Newsletter to highlight our biodiversity walk and the importance of pollinator insects. -Raised awareness with our colleagues, and all employees on activities taking place around the site regarding biodiversity and posted information on our EHS notice board. -Communicated the positive impact of the environmental improvements made at the local day services centre. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> -To engage with Local School on biodiversity and promote the Junior Pollinator Plan. Maybe have some tips and tricks on how/when to plant bulbs for pollinating insects. -Develop the wildflower meadow further adding signage containing info on native plants/trees/insects around the walk. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? N/A</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>

2	Abbott Diagnostics Division (Sligo)	Signed up December 2020 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? ADD Sligo Finisklin implemented an initiative whereby mowing of 3600 m2 of previously managed lawn was maintained in line with the recommendations identified under "Mowing under a pollinator friendly regimen".</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? An awareness campaign was rolled out on site detailing the initiatives which have been initiated on site and providing background on the benefits of the plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan to carry out a survey of the wider site to identify areas that are already providing food and shelter for pollinators and define them within our Biodiversity Action plan to protect them. Awareness will be carried out among the site population with regard to initiatives which can be implemented at home.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We have incorporated it into the site Biodiversity Action Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No. Awaiting access details.</p>
3	Abbvie - Westport <i>(formerly Allergan Pharmaceuticals Ireland Ltd.)</i>	Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have continued our reduced mowing practices over the course of the year and maintained our pollination friendly plants and shrubs. We were impacted by Covid-19 restrictions in 2021 thus we didn't develop our pollination plan as we would be liked.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have raised awareness in our onsite newsletter to create more awareness amongst our employees.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are currently working with our gardener to look at other ideas such as planting more pollination friendly plants and installing a bee/insect motel.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
4	Accenture	Signed up June 2017 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2020, Accenture introduced two beehives and a sedum roof for forage at our flagship R&D building, The Dock. There are around 80,000 bees inhabiting these structures, contributing to the urban biodiversity of the</p>

Dublin Docklands. In 2021 we have continued to ensure the upkeep of the bees, introducing the 'Fitbit-For-Bees' project which allows us to monitor the health of the hive and report any changes. This ensures that the bees are in the best condition to continue to pollinate the local area.

We have also partnered with Hivemind and Coolmine Rehabilitation Centre in both Dublin and Cork. Through this initiative we have provided each site with a hive with up to 70k bees, contributing enormously to the pollinator population in both of those sites.

We continue to care for our wildflowers and other vegetation that we planted in an effort to 'Greenify the Dock' allowing us to create space for our pollinators to thrive. In 2020 / 2021, we partnered with the Woodland Environmental Fund to plant over 75K native Irish trees across three sites in Ireland - Wicklow, Westmeath and Kerry. The planting of these trees contributes enhances food, shelter and nesting sites which has huge benefits for biodiversity.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to have a dedicated, employee-led group within Accenture which promotes the All-Ireland Pollinator ethos. The Bee Team is an active group who are doing incredible work to kick-start initiatives, while also providing education to our employees through events, competitions and fundraising. Recently, they ran a honey tasting event in which they created a virtual opportunity to taste raw, unfiltered honey while learning about bees, their function, and the importance of pollinators. Accenture were proud to launch the [Accenture Sustainability Challenge](#) with Change X recently, the aim of which is to provide funding for local community projects. One of the projects that Accenture are funding is the All-Ireland Pollinator Plan, allowing community groups to start their own pollinator plans in their local area. Accenture's Bee Team, along with Hivemind have delivered 12 workshops to those in the Coolmine Rehabilitation Centres in Cork and Dublin. These workshops allow us to fulfil both our pollinator objectives but also our social impact objectives. In November, 2021 we hosted an event on Business & Nature in the Accenture events space in Glasgow. Through this event, we wanted to deepen the understanding of the dependency of business on nature and the role the private sector has in driving nature positive action as a catalyst for other sectors. We hope, that by bringing focus to the topic of nature and biodiversity loss in the business context, we can inspire action more broadly for nature positive contributions by business.

3. What are your proposed pollinator-biodiversity action(s) for 2022? As a business, we are working to understand our impact on nature and biodiversity more broadly and what actions we can take to reduce our impact, positively contribute to nature and halt / restore biodiversity loss. We are in the process of firmly embedding nature considerations into our business strategy and it is already embedded into our environmental strategy from an operations, partnerships and people engagement perspective. In 2022 we hope to further develop our 'Fitbit for Bees' technology and use our data to predict the health of our hives while also sharing the data with our beekeeper and further into our sustainability ecosystem. We hope to add extra features to our system by adding audio and visual tracking abilities. We would like to deliver more Hivemind workshops in our Dublin and Cork sites moving further into FY22. We would also like to explore the ability to spread these initiatives among our clients and encourage them to take part in similar projects. We are planting a further 30K trees with the Woodland Environmental Fund both on a site in Cork and another site which is to be confirmed.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Not since 2017, will add this week.

5

ACET Ireland



Signed up June 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planted Pollinator friendly containers. Planted pollinator friendly trees and shrubs. Creates a pollinator friendly flower bed. Reduced our lawn mowing in our back garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?
Held a training session and workshop on pollinators and the reason for doing it during spring 2021.

3. What are your proposed pollinator-biodiversity action(s) for 2022?
We are hoping to provide nesting habitats - earth banks for solitary mining bees. Drill holes in wood. Install a bee hotel.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.

6

**Adare Manor Resort
- Golf**



Signed up January 2017
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

UPDATE 2021

Ongoing support for the All-Ireland Pollinator Plan 2021-2025.

7

AECOM Ireland Ltd.



Signed up August 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? New to AIPP.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? New to AIPP.

3. What are your proposed pollinator-biodiversity action(s) for 2022? In conjunction with Host in Ireland we are donating orchards to local community projects.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, not yet.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.

8

**AG Paving &
Building Products**
(formerly Acheson &
Glover)



Signed up May 2018
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We have planted wildflowers in our sandpit and managed hedgerows on all sites to enhance the environment for bees. Several other areas of 'waste land' on plant edges were re-sown with wildflowers
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We have engaged with our staff base to raise awareness of the AIP and biodiversity. This is done through our internal communications channel Yammer and digital notice boards. We have successfully completed certification to BES6001, ensuring that our biodiversity actions are communicated with our supply chain.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** Develop sustainability and CSR action plan fully supported by the Board of Directors, identify further areas for planting and regenerating to create pollinator friendly environment.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy?** YES. Biodiversity included within the recently reviewed company sustainability policy. CSR Action team set up with a team of senior managers across all departments.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** YES.

9

AIB Group plc



Signed up October 2017
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** A) AIB Apiaries: We have an established bee population since 2017 in two head offices locations. Our beekeeping community expanded with our head beekeeper recruiting six employees to help mind our bees. B) In 2021, AIB partnered with Coillte Nature and Forestry Partners to plant 90,000 native Irish trees (such as oak, rowan, holly, willow and alder) over the next 3 years on behalf of new AIB second-level student account holders. AIB is also working with Coillte to plant a native tree for all our members of staff.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** To raise awareness and to mark 2021 World Bee Day we shared a video on our social media channels and our intranet where we hear our head beekeeper on the importance of bees to the environment and what we can do to help protect them.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** A) Ongoing partnership with Coillte to plant trees on behalf of student account holders. B) Installing bee hotels at AIB retail branches to create nesting sites for wild bees is under consideration.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy?** Yes. To reduce the environmental impact of our operations, we have implemented an EMS, achieving ISO 14001 certification across our Estate in ROI and UK. We have an impact on biodiversity through our daily operations. This impact is covered by our EMS. The needs and expectations of the Pollinator Plan are addressed through the EMS. Compliance with the AIPP requirements is evaluated

		<p>annually and pollinator-biodiversity actions are taken into account when evaluating our environmental aspects and impacts.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
10	<p>Airmid Natural Handmade Skincare</p> 	<p>Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Airmid Natural Handmade Skincare continues to support the All-Ireland Pollinator Plan 2021-2025 and will continue to deliver actions for wild pollinators in 2022.</p>
11	<p>Alan Feeney Landscape Gardening</p> 	<p>Signed up November 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Alan Feeney Landscape Gardening works continuously to support wild pollinators/biodiversity and will continue progressing along this path through 2022 in support of the All-Ireland Pollinator plan 2021-2025.</p>
12	<p>An Óige Irish Youth Hostel Association</p> 	<p>Signed up May 2018. Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Reduced actions due to Covid-19.</p>
13	<p>Analog Devices International</p> 	<p>Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We reduced mowing across the site and have created 5 separate wildflower meadow areas, removing invasive weeds such as docks and thistles to prevent them dominating in the newer developing wildflower meadows. We have protected all good biodiversity currently on our site, mixed perennial beds, catmint beds and increased pollinator friendly planting with heathers, additional catmint and Michaelmas daisies. We have added pollinator friendly signage to the wildflower meadows. We have followed the pollinator friendly pesticide code and have reduced use of weed killer by hand pulling weeds wherever possible to do so.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? ADI's Green Team Ireland website has a "Gardeners Corner" which includes many links to resources on pollinators.ie and other</p>

	<p>pollinator friendly sites to help ADI staff make their own gardens more pollinator friendly. This page is managed by a keen pollinator friendly gardener who also has posted a blog and photos of how she created her own wildflower patch and has posted videos of pollinators in action in the patch. The Green Team have also arranged webinars on biodiversity. Actions taken by landscaping subcontractor to support AIPP at ADI site in Limerick now form part of this services performance reviews at ADI by the Facilities department.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Plans for next year include planting pollinator friendly hedging and early spring flowering pollinator friendly crocus bulbs. We will install a bee hotel and plan to increase our communications with our colleagues and sharing information on how they can individually support the AIPP by pledging their gardens for pollinators.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? ADI has set up a Green Team Network of employee led teams that aims to create impact through engagement and empowerment of employees to develop, and contribute to, cultures of sustainability within ADI, at home and across local communities. The Irish Green Team along with the Facilities Teams with the support of the Board of Directors will continue to work together to support the AIPP Business Framework 2021 – 2025.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>14 Annaveigh Plants Ltd.</p> 	<p>Signed up September 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have delivered a range of actions including: designating select areas of our fields for natural wildflower meadow and a large area of phacelia. We left these stretches of land, sparing them from being sprayed or mowed. We also have installed a bee hotel in our yard.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are encouraging conversations with our customers (landscapers and garden centres) as to how they might engage with the AIPP. Asking landscapers to take these ideas into consideration when planning for public parks and community spaces.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue to dedicate stretches of land to protected wildflower growth. To introduce more Bee Hotels.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan. We are brand new to the AIPP, it is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work. We look forward to continue to work to implement new ideas in our community.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

<p>15</p>	<p>Anord Mardix</p> 	<p>Signed up April 2021 – NEW business supporter Mapped to ‘Actions for Pollinators’ – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Through our partnership with Host in Ireland, we have purchased 5 orchards as part of their pollinator plan. We’re working with a local primary school to plant these and create an outdoor pollinator ‘patch’ and educate the children on the biodiversity and how they can educate their families and support their little slice of nature. We’ve reduced mowing at our sites, stopped using pesticides.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We’ve shared the pollinator plan and DC’s for Bees campaign with our team and have 3 pollinator ambassadors that head up the action plan across Ireland and the UK. Shared the online webinars and talks held. We’re also looking at doing more with our partnered primary school in terms of educating the children.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? We’re currently finalising a new sustainability strategy. This will be integrated, yet it is not communicated yet, pending sign off.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>16</p>	<p>Applegreen</p> 	<p>Signed up July 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
<p>17</p>	<p>Ard na Gaoithe B&B</p> 	<p>Signed up May 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to plant pollinator friendly plants and flowers in our garden.(cosmos, antirrhinum, sunflowers, grasses, teasels, sedums, herbs, nasturtiums, borage etc.). We also maintain full window boxes and hanging baskets. We planted a new hedge with hawthorn, holly, fuchsia, crab apple, roses, and hydrangea instead of building a wall to add to forage and habitat for pollinators. We only spot apply weed killer to deal with briars that are in places where they can’t be dug out by hand. We mow the grass less often and we have areas that are not mown at all. We continue to add more trees to our small but expanding woodland area. we added swamp oaks, Swedish white beams, rowans, and silver birches this year.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have our cert on the wall in public areas, we also have the logo on printed material and on website and we also to mention our ongoing planting and garden work in our blog to keep people updated on progress.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 we plan to continue to expand our woodland and as the trees get larger and stronger we will then look at underplanting in a pollinator and wildlife positive way. We will</p>

continue to plant for pollinators and maintain 'no mow' areas and to advise our guests of what we do to help pollinators.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? As a tourism business we are doing what we can to maintain and enhance the biodiversity and build sustainability around our business by following the pollinator plan actions as we have done since 2019.

5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.

18

Ardenode Stud



Signed up May 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

UPDATE 2021

In 2021 we continued our efforts to improve the farm for pollinators. In our organic walled garden, we have expanded our wildflower areas to include turning a grassy paddock into a bee lawn that we mow infrequently, and it was buzzing all Summer and we were rewarded on a sunny day in September with an Ardenode first record of The Wall butterfly.

We have extended our lake and added islands to the lake. We have sowed all areas with pollinator friendly plants and seeds. This planting was all undertaken in the Autumn, so we are looking forward to seeing the benefits of this project next Spring and Summer. We also extended our cover crop areas and we have seen huge amounts of insects and in turn flocks of small birds, small mammals and now the return of kestrels to the area. We continue to work with local wildlife groups to help us to monitor and record plants, bees, butterflies, and moths.

We planted a small native woodland and included hundreds of trees like native crab apples, rowans, and wild cherries to encourage pollinators and we have extended our sowing of native hedgerow again this year.

We have mapped out new areas of farmland where it is suitable to put a three-meter boarder of pollinator friendly seeds around grassland and we are hoping to implement that this coming Spring. We are delighted with the results of our efforts for pollinators and will keep looking for new ways to increase our plan for 2022.

19

Ardmac



Signed up March 2021 – NEW business supporter

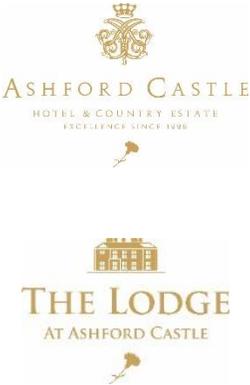
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We refrain from cutting the grass at the field on Swords Business Campus before May each year. We are creating pollinator-friendly planting within the company, by developing the garden on the roof of our office.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We raise awareness with employees, by informing them of our bio-diversity efforts and encouraging them to take part in pollinator friendly actions within the workplace and at home. In addition to this, we are vocal about our efforts on social media, and we make a conscious effort to share information with our followers about our environmental responsibility and the danger of extinction that bees are facing. Furthermore, we are involving our local community in our pollinator efforts. We have been in contact with primary and secondary schools

	<p>and nursing homes, to offer them orchards to plant on their grounds. During our calls, we have been informing them of the benefits of planting orchards.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Our plan is to continue our work with Host In Ireland and plant our orchards around the Swords area. In addition to this, we will continue to develop our company garden to contain pollinator friendly planting. We will also aim to increase our outdoor activities and continue to do our part for the environment. Finally, we will work to increase our employee engagement within our pollinator-biodiversity actions.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We invite staff to informational webinars about Saving the Bee's. We continually included bee content in our internal magazine.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>20</p> <p>Arlington Lodge Suites</p> 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Ongoing support for the All-Ireland Plan 2021-2025 and will continue to deliver actions for wild pollinators in 2022.</p>
<p>21</p> <p>Ash Ecology and Environmental Ltd.</p> 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We allowed the dandelions and other wild flowers to bloom prior to a late season mow of the field outside the company office. We allowed the verges of same field to grow naturally all summer creating nettle and bramble patches which supplementation of wild flower seed and non-invasive varieties of garden centre flowers which are considered a good choice for pollinators e.g. lavender, heathers. We have also planted a range of bulbs for spring and autumn flowering to allow a variety of plants to be in flower all year round. Pesticides are never used.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? No actions due to Covid.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are planting a small woodland area together with the preparation of a pond area. Continue with mowing regime.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO. We have done a strategy this year.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. On the to do list.</p>

<p>22 Ashdown Park Hotel</p> 	<p>Signed up June 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Ongoing support for the All-Ireland Plan 2021-2025 and will continue to deliver actions for wild pollinators in 2022.</p>
<p>23 Ashford Castle Estate & Ashford Castle Golf Course</p> 	<p>Signed up February 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We stopped mowing a roughly 5000m2 area of lawn on our broad avenue in May, along with a few other smaller areas. Allowing the natural seed bank to flower and the under story of the surrounding woodland to spread into it. This has produced native wildflowers not seen in many decades in this area and hopefully next year will bring us more. In October we will be distributing 10,000 spring bulbs on the estate, amongst staff and in the local community through Tidy Towns and the national school to support Gaisce's Bulbs for Bees initiative. Our poly-tunnels and walled gardens onsite food production are organic and pesticide and artificial fertilizer free.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In the spring/summer we distributed the 'Pledge Your Garden For Pollinators' infographic to all our staff using in house social media, and keep everyone up to date on our No-Mow areas and what species are popping up every few week through the same sources, as well as notice boards in house. We are hoping to have a good uptake on #bulbsforbees this month. We have also forged closer links with our local Tidy Towns Committee and hope to work closely with them on biodiversity projects into the future.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continued areas of no-mow and possibly looking to expand into further areas. We would like to take a closer look at providing more suitable bee nesting sites and areas of banks we can clear to provide suitable bee habitats. We will continue to share ideas and information with our staff and hopefully look at ways to share with our guests also. Continue forging relationships with our local community and schools. Expansion of artificial fertilizer and pesticide free organic food production on site.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. It aligns with many of our existing policies and plans and is highlighted in our plans for the year past and the ones ahead.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>24 Astellas Ireland Co. Ltd.</p> 	<p>Signed up November 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Additional habitat for bees has been created on the main site by introducing more bee hotels for solitary bees. Signage has also been erected in the vicinity of the sand bank and bee hotels to educate employees about the importance of bees and more signage has been approved by senior management.</p>

Wildflower meadows have been introduced in several 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. Additional habitat for invertebrate species has been created by providing a deadwood habitat in different areas around the site. Signage has been approved by senior management to place near these log piles. We have set up a wildlife camera in different locations around the site to capture videos of different species that we have on the site. Acetic acid is being used to kill weeds onsite rather than using round up.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? (a) We gave acetic acid to the Tidy Towns to use as weed killer instead of round-up (glyphosate) in the surrounding area. Acetic acid is also being used onsite by the landscape gardener. (b) We send out a biodiversity newsletter once a quarter to everyone onsite, the local community and local schools. We also have an Astellas newsletter that is sent out to everyone onsite. (c) We are in the process of setting up a biodiversity tour onsite for everyone onsite and any visitors or schools that may come to the site. This tour will incorporate all the biodiversity initiatives onsite including pollinator friendly planting, bee hotels, sand banks, the apiary and the SAC (Special Area of Conservation). (d) We recently rolled out training on “Climate Ready Academy Training” to all our sustainability representatives onsite. The training includes six different topics: climate action and sustainability, energy, travel, waste, water and biodiversity. Each topic has three different sections: an introduction to each topic, why we should change and how we can help in this change. We hope to roll this training out to everyone onsite in the future.

3. What are your proposed pollinator-biodiversity action(s) for 2022? We hope to include more wildflowers in different areas around the site with the help of the landscaper onsite. We are hoping to cut down on the amount of areas around the site where the grass is cut. Establishment of Common Reed along the riverbank to promote bank stabilisation and prevent further spread of invasive species. We hope to take the footage from the wildlife camera and share this with the local community and onsite. Invasive species Rhododendron is spreading onto the former landfill site from surrounding areas, so we aim to clear this invasive species. While studying 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. We hope to introduce a natural means of killing weeds onsite which has been trialed by our landscape gardener.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We have incorporated all these actions into our biodiversity management plan for the main site, SAC and the former landfill site. All these actions are also included in our Safety & Environmental Management Plan.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.

7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? Honey that was harvested onsite was tested for the presence of glyphosate. We have been trying to reduce the amount of glyphosate used onsite by replacing it with acetic acid. Since the bees would be foraging on trees and plants onsite, we thought this would be a good way to test for the presence of glyphosate in the surrounding areas. This has proved successful because while testing honey produced onsite it showed no traces of glyphosate.

25	Austen Associates	Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> - Increased designated wildflower areas for all projects to reduce mowing – a recent shift to specify Irish Native wildflower mixes and an increased percentage of 'Yellow Rattle' to reduce overall maintenance. - Hedgerow and trees specified are majority native Irish and increase biodiversity - Removal of specification of any chemical treatment for overall plant maintenance. -Continued specification of nesting habitats. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> a) Created further awareness in discussion with clients and all parties involved with progression of projects. b) Use of social platforms to bring awareness to the importance of biodiversity and wildlife, the pollinator plan. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> a) Increased social media presence of how AA are contributing to AIPP. b) Use personal and business connections to promote AIPP to other groups, public bodies etc. c) Continue to specify and advocate the importance of increasing biodiversity across all projects. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? We don't have a specific strategy. But we have ensured all our planning drawings now refer to the AIPP. All relevant documents integrate language used in AIPP.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
26	Bann Valley Wildflowers	Signed up January 2021 – NEW business supporter Mapped site(s) on Actions for Pollinators – data mapping portal. TBC.
		
27	Bee Fed	Signed up July 2021 – NEW business supporter Mapped site(s) on Actions for Pollinators – data mapping portal. TBC.
		
28	Bell Meadow Flowers	Signed up February 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		

29

Bí Urban

Signed up April 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

**UPDATE 2021**

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The establishment of a wildflower field & apiary in Arbour Hill Prison. The construction and installation of 10 pollinator-friendly water management planters as part of our Rain Garden project, with funding to implement another 200 locally going forward. Our Sow Wild Seed project, which aims to create 10KM of pollinator-friendly territory in the urban environment through individual action. The seed packets contain a mix of native Irish pollinator-friendly wildflowers, and the actions of individuals can be mapped and documented on our website. Ran a walk & talk around Native Irish Wildflowers, their benefits, and a tour of local areas of urban biodiversity and wildflower meadows.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Providing a booklet of information from the All Ireland Pollinator plan on how to Garden for pollinators including a FIT count, which was given out for free during the Stoneybatter Festival. The selling of raw, unprocessed local honey, direct from the beekeepers to support their business.

3. What are your proposed pollinator-biodiversity action(s) for 2022? So far the primary one is continuing our work with the Rain Garden Project, and rolling it out on a bigger scale.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES - We model our whole company ethos on the decision making of bees, and provide information and resources from the All Ireland Pollinator Plan as references for our collaborators and customers. We also incorporate the ethos of the All-Ireland Pollinator Plan when it comes to our procurement, process and output.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We're finding an ever-increasing number of people who want to learn more, and do their best for pollinator health in Ireland.

30

Big Sky Flowers

Signed up May 2021 – NEW business supporter

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

**UPDATE 2021**

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Left one area unmanaged with lots of rotting wood and other bio material as a place for solitary bees and hedgehogs. Lots of native flower planting. It's a suburban garden so living here since 2006 we have worked to develop habitats and wild areas - a small pond, a rain garden to collect runoff, a couple of small wild areas, lots of fruit bushes, zero mown grass. We continue to mind those areas. We use zero pesticides or herbicides - we leave infestations of aphids and such like to feed the ladybirds and hoverflies, and nature achieves a balance. We make our own compost, and liquid fertilizer from nettles and comfrey grown on site. We collect rainwater, and mulch well to reduce the need for watering.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We sell Irish grown flowers, so lots of

	<p>opportunities at markets to communicate our pollinator friendly strategy. Also regular Instagram posts showing pollinators at work. We ran online courses which taught people about growing, with an emphasis on regenerative agricultural practices - no dig, composting, no pesticides, leaving areas wild. We used your videos to show best practices for wildflower meadows - there was a lot of interest in that topic, so the videos were most helpful.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Expanding the operation to a new shared location, so advising and executing with the partner business (CooleCalm) on a range of actions - developing a wildflower meadow, planting a native hedgerow and woodland on her 1 acre site. On the central site, evaluate the planting in the rain garden, and adjust if necessary. Add more perennial planting. Run more courses focusing on biodiversity.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, we don't have a strategy as a small business. But since we grow flowers for a living, using regenerative agricultural practices, and without the use of any pesticide or herbicides, it's implicit in everything that we do. As part of our growth, we will create such a strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. It's site 812 on the map.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Earlier this year I taught some online courses - growing flowers from seed, sensory gardens. All with a strong emphasis on biodiversity, pollinator friendly, no dig, let nature do her thing. I was very surprised and delighted at the positive response, especially when doing the right thing means doing little or nothing. People were aware of the need for change, and were happy to be given permission/given a reason to be a little messy, to let the dandelions grow, to leave the sunflowers and teasel to feed the birds and shelter the critters over the winter. I will certainly try to do more in this space in the coming year.</p>
<p>31</p> <p>Biobees.ie & Centrepoint Garden Services</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> 1. Introduced clover into our lawn area, reduced mowing. 2. Eliminated use of pesticides, introduced a raised herb garden. 3. Hanging baskets this year consisted of lavender and a mix of herbs – the pollinator friendly plants. 4. We have planted fruit trees, and planted a section of thorny shrubs to create a wildlife habitat. 5. We have mixed soil and compost, saturated it with water to make it easier to extract water for insects. 6. Any hedge cuttings and grass clippings are used to create a natural south facing habitats for bumblebees. Area was installed to attract solitary bees. Bug motes were set installed on various sites.

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Demonstration's on how the bee community works Information on pollinator friendly planting for your green area. Promoting biodiversity through wellness videos for companies Run competitions to promote pollinator planting and give samples of pollinator packs to successful participants!!!</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Centrepoint has completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No – there are various sites we maintain and throughout the Dublin / Kildare Area in general.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have had an interesting Pollinator-biodiversity journey through 2021. Centrepoint Garden Services have been promoting pollinator planting awareness and advice to our domestic and commercial customers. It has been very rewarding to see so many people and companies engaging in biodiversity. We have installed apiaries in urban locations within the Dublin area we carried out Bee and Biodiversity online workshops for businesses. We will continue this in 2021/22. We also continue with our environmental awareness with our clients and give guidance and support to introduce steps helping pollinators. In 2021/22 we will be placing bee hotels on some locations approved by our clients. Biobees.ie are actively promoting many bee species, and insects. We are currently setting up a new apiary for the Native Irish Honey Bee and also creating habitation for other bee species.</p> <p>We think it's important for people to be patient for the no mow periods ...even though it does look untidy as the wildflowers begin to die down, I think if people engage more on the understanding of what they are achieving and the type of wildflowers can make it more interesting for them. Especially with all the new apps which can identify plants and flowers.</p> <p>If people share information on their pollinator planting for their garden with neighbours and friends it's a great way of spreading the knowledge.</p> <p>It would be very helpful if garden centres highlighted pollinator friendly plants more to customers, and perhaps had a pollinator plant section. – They don't clearly label plants or emphasise the important of pollinators.</p> <p>You learn something new every day from nature</p>
<p>32</p> <p>Blanchardstown Centre</p> 	<p>Signed up March 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Blanchardstown Centre supports the All-Ireland Pollinator Plan 2021-2025 and will continue to take actions for wild pollinators in 2022.</p>

33

**Blarney Castle
Estate and Gardens**



Signed up May 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021**1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your**

business/organisation taken in 2021? Maintaining more areas of long grass in different areas of the estate over the summer months.

Creating areas of wildflower meadow.

Limiting the use of herbicides and pesticides.

Adopting a less tidy approach to gardening and maintaining seed heads and dead plant material in situ for longer as cover and food for wildlife.

Gathering leaves onsite and creating our own leaf mould as soil conditioner.

Using our own bark chipped onsite as mulch on woodland walks.

Making our own compost onsite in walled garden.

Monitoring the wildlife observed onsite and make note of numbers and dates

Leaving piles of dead and decaying wood in situ throughout the woodlands on the estate.

Continued planting of naturalizing spring flowering bulbs providing food for early pollinators.

Planting native trees as part of our woodland management on the estate.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your

business/organisation taken in 2021? We provide information about pollinator friendly plants in our bee observatory and try to inspire ideas for pollinator friendly planting throughout the gardens. Information board provided in bird hide highlighting wildlife found around the lake.

3. What are your proposed pollinator-biodiversity action(s) for 2022? Continued extension and improvement of our wildflower areas to incorporate more native wildflowers. Management of grass in orchard of walled garden to encourage native wildflowers. Maintenance of river walkways allowing long grass and wild areas. The addition of insect hotels, bat boxes and bird nesting boxes throughout the gardens.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The care of the gardens in the most sustainable means possible has become integral to how we manage the gardens here, drastically reducing chemical use, constant improvement of plant range to cater for pollinators year round, the planting of native trees and shrubs where possible on the estate. The timely management of hedgerow cutting to ensure minimal impact on native wildlife.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

34

Boann Distillery



Signed up October 2021 – NEW business supporter

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

35

Bray Retail Park

Signed up January 2020

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

UPDATE 2021**All Ireland Pollinator Plan - Appendix Actions**

Action No	Synopsis	Sigma Action to Date
1	Protect Existing Areas	Landscaper has been instructed to ensure all products used are as green as possible in all areas of A - D on the Site Plan on the next
2	Change the frequency of Mowing	We have reduced the frequency of mowing on Area B with signage erected informing our customer that we are actioning this for
3	Create a long flowering Meadow	We did have additional wildflowers due to reduced mowing of this Area B
4	Plant a Clover Lawn	Not progressing with this
5	Plant Pollinator Friendly Containers	Future initiative post Covid restrictions which require a significant amount of external space for queuing etc
6	Plant Pollinator Friendly Bulb Planting	Additional planting done around the Totem pole area as per Area A
7	Plant Pollinator Friendly Trees & Shrubs	We have significant trees on site and have appointed tree surgeons to properly maintain these.
8	Create a pollinator Friendly Flower Bed	We have revised the area in Area A with new planting, removed fencing and will be installing customer information signage here. Penultimate image as per the graphic
9	Plant a native Wildflower Meadow	Seeds have been spread in Area B above however these have not yet taken hold - there are people that traverse this area
10	Hedgegrows for Pollinators	Not as many on site.
11	Earth Banks for Bees	We have significant earth banks at the back of the retail park, which we have instructed landscapers to be cognisant of bees with and the products used in this area.
12	Drill Holes in Wood	We dont have suitable areas which would allow drilling of holes
13	Install a bee Hotel	We have installed an insect hotel in Area A - see photo
14	Eliminate the use of Herbicides	We have insisted all contractors have reduced their use and eliminated where possible
15	Adopt our pollinator friendly pesticide Code	
16	Raise awareness in Supply	We have uploaded information on our social media pages both at retail park and at Sigma level of what we are doing and why. We also share information with our retailers too. We have attached an image showing the new signage which is going to be installed at the entrance of the park providing further information of the changes
17	Raise awareness in Workforce	
18	Raise awareness in Local community	

36

Breedon Group

(Breedon Cement Ireland Ltd.
& Breedon Brick Ltd. -
Kingscourt Brick)



Signed up October 2020

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Across both Breedon group sites, Breedon Cement and Breedon Brick, the prohibition on cutting of hedgerows between the March-August period was strictly adhered to for the continued shelter and habitat for the wildlife diversity on both sites. Breedon Cement maintain an established biodiversity area, free of any pesticide use, of circa 60 acres. Breedon Brick have planted 35 pollinator trees in 2021, including alder, acer campestre, rowan, wild cherry and crab apple. Breedon Cement have identified a two-acre area on site, one acre of which is planned to be planted with native / pollinator trees before year end.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Breedon Group are in the process of developing a group wide sustainability strategy. The strategy roadmap, which biodiversity is a part of, has been communicated via a newsletter to all employees.

3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022, Breedon Brick will develop a wildflower meadow. Breedon Cement will also develop a wildflower meadow and plant a one acre area on-site with native / pollinator trees.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.

37

Brookfield Farm

Signed up June 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? a) Brookfield Farm has applied in 2021 to Organic Trust + Dept Agriculture to convert the remaining area of the farm to organic. We have heard that our application has been accepted, which is great news! The farm (around 30 ha) is now either fully organic, or in conversion apart from shared access lanes. This means on the farm we use no artificial fertiliser, no fungicides, no pesticides, no herbicides. We have decided to give the tillage land (around 15 ha) a break to build fertility. We sowed a multi species mix on this land, including red clover, white clover, chicory, sheeps burnett and a variety of grasses. All this land activity means lots of additional forage for our honey bees and the wild bees and pollinators on the land. We have started to see a lot more dragon flies, moths, butterflies. b) We are continuing the GLAS Wild Bird Cover annual sowing on 3 ha, including a flower mix with phacelia, corn marigold, mustard, cornflower and other flowers. All this area gives nectar for pollinators, and provides food for insect eating birds like swallows.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? a) We are doing more farm tours, leading groups around the farm to show them our diverse farm and biodiversity friendly practices. Brookfield Farm has attracted media attention this year, including RTE television and national newspapers. b) We filmed a virtual tour on the farm to show the public what the beautiful range of habitats on the farm looks like. These habitats include broadleaf trees, clover meadows, Wild Bird Cover with flowers, conserved lake shore edge on Lough Derg with natural vegetation etc. See the tour link here: <https://brookfieldfarmvirtualltour.s3.eu-west-1.amazonaws.com/index.htm>

3. What are your proposed pollinator-biodiversity action(s) for 2022? a) Field Exchange is a 14 week programme of events planned from June to September 2022, to share knowledge of biodiversity and climate friendly agricultural practices with farmers. b) Removal of large docks and thistles, to stop them dominating our developing wildflower meadow in the paddock behind the farmyard.

More information on Field Exchange here:

Just north of Nenagh, set in beautiful Tipperary farmland that rolls down to the shores of Lough Derg sits Brookfield Farm run by Ailbhe Gerrard producing crops, trees, honey, beeswax and lamb. In 2022, Brookfield Farm will play host to Field Exchange, one of 15 projects taking place all around the country that are being funded by the €2 million Creative Climate action fund through Creative Ireland. These projects will work with communities to empower people to make real changes about how they interact with the environment.

Ailbhe Gerrard, founder of Brookfield Farm is a farmer, beekeeper, researcher and agricultural educator, with a drive to bring agriculture back to its sustainable roots. Having studied sustainable development and organic farming in the UK, she returned

	<p>to Ireland and for eleven years has been growing skills, developing new ideas and making collaborations with skilled agriculturalists and consumers from her base on beautiful Brookfield Farm.</p> <p>Field Exchange is presented by Brookfield Farm in collaboration with artists Deirdre O’Mahony and John Gerrard. The work begins with a public opening on the Summer Solstice, 21st June 2022, and finishes with a conference and Harvest Feast on 23rd September 2022, the Autumnal Equinox.</p> <p>In between, a group of 30 farmers, experts and artists will assemble at exchange tables, led by the National Organic Training Skillnets. The project plans 12 days of exchange tables over 12 weeks. These Field Exchanges will bring together art, food and agriculture, creating opportunities for artists, farmers, scientists and experts from relevant fields to congregate and exchange ideas about how to combat climate change and improve biodiversity, about production and about consumption. Each of the 12 events will support farmers to implement agricultural practices that combat biodiversity loss and climate change in the soil and above it.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Informally. We are a micro business.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Mapped.</p>
--	---

<p>38</p>	<p>Bulmers</p> 	<p>Signed up August 2019</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Bulmers is made from 17 apple varieties. A huge part of that process are the Honeybees that forage and pollinate our apple trees. Without them, we wouldn’t exist. However, we’re committed to acting in the best interest of all pollinators. It’s why we’re proud members of the incredible All Ireland Pollinator Plan. Our commitment to pollination goes well beyond the Bulmers Orchard: We maintain 13 km of healthy hedgerows around the Orchard to support wild bees, pollinators and nesting birds. To better take care of our honeybees, our Bulmers Apiary acts as a home to a total of 15 hives as well as the South Tipperary Beekeepers Association. In order to further spread the message on biodiversity and contribute to local pollination, we distributed wildflower seeds to all staff in the Summer of 2021. We have made donations to local Tidy Towns Committee for flower and tree planting projects. With hundreds of wildflower seed packets distributed to our Clonmel based employees and our colleagues in our Bulmers Ireland office across the country we have spread our planting activities outside of the local area.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have communicated through employee newsletter and onsite notice boards. In 2021 we ran a national advertising campaign showcasing our commitment to safeguarding the future of bees in Ireland. We are currently running a TV advertising campaign featuring our on-site ‘Bees’ a key member of our workforce. A promotional campaign with has seen 500 ‘Bee Hotels’ been distributed to consumers as competition prizes. The aim of which was to help ensure solitary bees can find food, shelter and somewhere safe to nest and increase pollination in the year to come while also educating consumers about pollination and how essential it is to our products. Increased focus on Pollination by our Environmental and Social Governance group and promotion of the pollination aspect of our environmental strategy on our corporate & consumer websites https://candcgroupplc.com/esg/sustainably-source-our-products-services/ and https://www.bulmers.ie/the-importance-of-bees/</p>
-----------	--	--

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increased on site flowering areas, flower beds/planters, new areas of the site identified for pollinating areas. Continued work with local stakeholders including South Tipperary Beekeepers Association, Tidy Towns Committees and our own workforce and collaborating with new groups and partners. Ongoing projects with our marketing team to better promote our pollination work. Commitment to educating our employees, community and consumers about the importance of pollination.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability /Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N/A.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? 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. We 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. We plan on applying for Origin Green status in 2022.</p>
<p>39</p> <p>Bumblebee Flower Farm</p> 	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> 1. Our management continues to only mow when wildflowers have finished flowering. 2. All crops produced here are pollinator friendly. 3. Increased nettle patch to 100m + planted in verges. 4. Increased wild blackberry hedges as a food source for wild bees especially wild native honeybee, as populations are increasing again. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Online talks for junior schools. We created A pollinator friendly planting plan for a cut flower patch for home gardeners delivered over Instagram live with monthly lives to help grow and harvest with monthly guests covering topics like solitary bees and structures, design, and how to successfully plant a wildflower meadow using native and non-native seed. The importance of clean seed, bulbs and stock plants.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Research pollen and nectar quality of cut flowers, comparing regenerative growing practices to conventional till methods.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. All our actions here are centred around protecting our wildlife and the AIPP is part of our reference and is checked monthly to ensure we continue to enhance biodiversity.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? IN PROCESS.</p>

40	Burren Nature Sanctuary	Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021 Burren Nature Sanctuary continues to fully support the All-Ireland Pollinator Plan 2021-2025. We are also seed saving with the Botanic Gardens Glasnevin for the Native Seed Bank.</p>
41	C&J's Animal Park	Signed up November 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? This year we have continued to maintain our large bug hotel, wildlife pond and the various log piles around the Park. We have allowed our woodland to continue to grow in its natural state. We planted various bushes and flowers around the Park and in the dedicated wildlife garden. We added new hanging baskets and planters. We have also planted bulbs that will flower next year. This year we also placed two small "Bee Hotels" in the Park and planted a hedge along our car park.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have various signage across the site encouraging our visitors to implement similar practices in their own homes & gardens and in some cases giving instructions on how to do so. We also give educational talks about our conservation/biodiversity actions to our visitors, groups and schools during their visit here, raising awareness and encouraging them to take additional actions at home.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Next year we hope to add more attractive signage on site to encourage community involvement and increase our educational efforts. We will also continue our work around the Park grounds to enable wildlife and pollinators to thrive here.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO. We haven't at present but we are in the process of reviewing our Biodiversity strategy/plan and we will be sure to include the pollinator plan as part of this.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. I have just done this.</p>
42	Cabra Castle Hotel	Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planted over 100 new trees, installation of a 1km wooded walkway on site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>

3. What are your proposed pollinator-biodiversity action(s) for 2022? TBC.
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.
5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.

43

Caherbeg Free Range Pork Ltd.

Signed up May 2018
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? 1) We're currently reviewing our forestry with a qualified forester as there are a number of areas needing minor attention. In 2020, we planted some fruit trees but not all have survived thus far & need to be replacing. 2) Some of the plantation was planted more than 25 years ago & we bought it in 2013, it had never been thinned or looked after so we are creating pathways through this forestry with minimal machinery usage to minimise disturbance to birdlife. Where trees have fallen, we are leaving much of them to become natural bug motels. 3) Minimising human interaction on our farm and limiting it to supervised visits by a family member, we have naturally encouraged wildlife including buzzards; pheasant & other birdlife. Frogs can regularly be seen in our pig paddocks during the summer & we note an increase in wild bee activity.
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? I may not understand this question fully but need to point out that we are artisan producers who rarely welcome visitors into the premises. Where people visit who are interested in our forestry; agroforestry; forest bathing; farm walks – these all take place outdoors & are strictly supervised to minimise human disturbance on our farm.
3. What are your proposed pollinator-biodiversity action(s) for 2022?
 1. We will continue to create pathways through the forest and plant replacement trees where needed.
 2. We will encourage wildlife through our use of natural 'bug motels'
 3. Weedkiller is used only around the processing unit & farm buildings;
 4. As in previous years, no fertiliser.
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? We are artisan producers & haven't a strategy other than a family commitment to maintaining and encouraging nature.
5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.
6. For Bord Bia's Origin Green members only, Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? I refer to my answer in question 4.
7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We will continue to focus on extensive farming with our herd of free range outdoor pigs & hopefully welcome groups to the farm to educate on agroforestry; practise forest bathing & explain the need for biodiversity through our involvement in West Cork Farm Tours, & Forest Bathing West Cork & Cork.

44

Caherhurley Nursery

Signed up November 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

UPDATE 2021

A few of our already existing pollinator friendly initiatives are:

- We run our farm organically
- All our ornamental plants are produced organically
- We have dedicated a section in our Nursery to 'Plants for bees and butterflies' and another section to 'Plants for more biodiversity'
- We are keeping our prices low so that the organic option is feasible for any gardener or tidy town
- We support other organic enterprises (Irish Seed Savers, Dutch Organic Bulbs, ..)
- Our posts on Social Media emphasize on the importance of working in accordance with nature
- and more...

45

CAI

Signed up April 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? No organizational level activities were possible due to COVID. However, on a personal level we have planted pollinator friendly bulbs in our garden and in green areas close to our home. We have also reduced the mowing of certain green areas in our estate to with coordination amongst our neighbours and maintenance contractors for the area. This area represents approx. 100 square meters. Personally, we have stopped the use of all chemicals and pesticides on our property.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The CAI business area most associated with the pollinator program is related to Data Centre Commissioning services. We have internally championed this initiative both to our Ireland team members but also to our global groups throughout Europe, the Americas, and the broader APAC region. We have nearly 60 agents working directly on facility commissioning activities in the Data Centre commissioning group and they want to see our work being as "gentle" as possible on the broader environment. It has also been communicated to the team that CAI has sponsored a number of orchards as part of the Host In Ireland partnership as a way to demonstrate our commitment to these efforts. We have used the CAI social media presence to champion pollinator friendly awareness. We have also appointed a DCs for Bees ambassador in CAI.

3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 CAI will be taking part in the planting of community orchards both locally and in other international locations as COVID mitigations allow. We will continue to have a DCs for Bees ambassador. We will be locating suitable locations for installing Bee-hotels.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Not formally – CAI is currently developing a sustainability strategy and pollinator friendly aspects are to be included but the strategy is not final.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Actions are logged.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? As a professional services company (where our products

and services revolve around our team members) the ability for CAI to embrace sustainability measures is quite difficult. However, this initiative embraces all efforts large and small, and we really like this flexibility.

46

Cairn Homes



Signed up November 2018
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?

- Graydon - In our Graydon development in Newcastle we commenced additional understorey planting to regenerate a 200metre length of hedgerow and completed. In addition we planted a 50sq metre micro woodland and completed a new park centred on a burgage plot hedgerow of mediaeval origins, new native tree planting and wildflower meadows.
- Archers Wood - Within our Archers Wood development we have constructed 230 metres of Green Wall; a more sustainable alternative to concrete retaining walls; the Green Walls have been seeded with a bespoke mix of grasses and native wildflowers. We completed the planting of over 4,000 native trees in perimeter woodlands and hedgerow alignments. Birdwatch Ireland have been commissioned to supply bird boxes for the development including Barn Owl boxes and Woodpecker boxes.
- Griffith Wood - We have planted a new tree belt of natives Pines, Oaks, Hazel, Holly and Birch along our site boundary using specially grown semi mature stock for immediate impact.
- Citywest Quarter - We completed the installation of 200 sqm of wildflower meadow within the apartment courtyard gardens and 270sqm of green roof over the bike stores.
- Clonburris - We have commissioned a nursery to propagate Hawthorns from existing tree on this site for later replanting as part of developments.
- Greystones - We have sown 1,500sqm approx. of wildflower meadow in the Seabourne apartment complex as part of the reinstatement works associated with a new storm drain.
- Newcastle - We donated Pollinator friendly plants to the Newcastle Tidy Towns to add to the planting beds in their village.

The site-specific projects are bolstered further by our pollinator- friendly strategies across all Cairn schemes. These include:

- Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens
- Native tree planting in open spaces and private gardens (6 trees per completed dwelling to date).
- Mixed bulb drifts of pollinator-friendly plants
- The provision of a packet of pollinator-friendly bulbs and information to every new home owner.

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.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have run ongoing internal updates via our

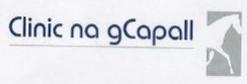
	<p>intranet and sustainability forum, with regular updates to the board. We supply pollinator-friendly bulb packets and planting information to all new customers in their welcome packs and have given talks on biodiversity to residents in person and at community events. We erect signage to inform and educate the local community as to our actions and impact. We also run an ongoing social media campaign designed to raise awareness of the importance of biodiversity and our actions.</p>
	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? More Native Woodland Planting and Wildflower Seeding on our Archers Wood Development. Plant a new native hedgerow planting in our Cherrywood housing scheme. Sow wildflower meadows in our Griffith Wood development. Build a Wildlife Friendly Show Garden and develop a wildlife friendly guide for our residents. Continued rollout of native and pollinator friendly Tree Planting across all of our developments. Develop a 2.0 ha public park in Graydon with extensive native tree planting and meadow seeding.</p>
	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes in 2021 Cairn plc adopted a Biodiversity policy: Cairn Homes will mitigate the direct impact on local biodiversity of each Cairn Homes development, regardless of type, size, or location. This will be achieved through a development-specific biodiversity programme that replaces or improves the local biodiversity of each new Cairn Homes development, or otherwise contributes to the improvement of Ireland’s biodiversity.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. This is in progress.</p>

<p>47</p> <p>Calor Teoranta</p> 	<p>Signed up March 2020</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> 1) At our Whitegate Filling plant in Cork, we have put in a vegetable garden and planted beneficial plants such as lavenders to encourage the bees. We have also planted a range of bulbs/shrubs in planters/pots and hanging baskets, and installed a bee hotel, we now have resident wild bees! This site has also eliminated the use of pesticides by adopting natural weed removal processes. 2) At our Head office in Belfast, we have planted a range of bulbs/shrubs in planters/pots and hanging baskets and eliminated the use of pesticides by adopting natural weed removal methods. We have resident wild rabbits and other wildlife. 3) At Tivoli Bulk Distribution, we have planted a range of bulbs/shrubs in planters/pots and hanging baskets 4) At the Head office in Dublin our green spaces in our car park have been planted with Wildflowers to give bees and pollinators a better chance of survival.. 5) At Claremorris Bulk Distribution Depot we have reduced mowing to create a natural wildflower meadow. 6) In Belfast Filling Plant, A membrane has been installed under the gravel on site to eliminate pesticides use on site. Plans are in place to also plant a range of bulbs in planters/pots and hanging baskets and to install a greenhouse which will be maintained by employees for planting seeds over the winter period. 7) Office furniture (metal storage cabinets) instead of sending to waste was given to a local School who needed additional storage units and they can now spend their budget on other items for the school instead of storage units.
---	--

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> 1) Employees were all issued with wildflower seeds to plant at home to encourage employees to adopted pollinator friendly methods at home. 2) Employees across our sites have been involved with pollinator-biodiversity action plans. 3) Plans are in place to include Sustainability and Environmental awareness as part of the company induction. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ol style="list-style-type: none"> 1) To reduce the use of Pesticides used in grounds maintenance activities. 2) Increased Communication with our employees. 3) In Sligo Bulk Distribution Depot, plans are in place to eliminate pesticides by installing a membrane under the gravel on the site. 4) At Whitegate Filling Plant plans are in place to install a greenhouse which will be maintained by employees for planting seeds over the winter period. 5) Plans are in place to develop the garden at the rear of the Dublin office and plant Wildflowers and wildflower-rich habitats to support insects and other wildlife. 6) Increased Community engagement – Calor is working in close partnership with our Charity Party the Samaritans. 7) We aim to select contractors/suppliers who adopt sustainable friendly methods and products. 8) Calor will aim to implement ISO 14001 Environmental Management Systems certification for all our activities. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes the Plan is signed by the Calor Chief Executive Officer and is fully supported by Calor Senior Leadership Team. The plan has been integrated into Calor environmental and sustainability policy and the plan is displayed in the workplace.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Calor obtained the BITC Charter mark and as part of this mark environmental and sustainability projects were identified and implemented including: (i) Changing Lighting to LED in all Calor workplaces. (ii) Introduction of a company-wide waste management plan that aims to reduce waste removed from sites and increase re-use and recycling policies. (iii) Replaced single use plastic drinking vessels and allocated each employee a “Water bottle” and a Thermal mug for their personal use. (iv) Replaced bottle waster with drinking fountains.</p>
<p>48</p> <p>Cara Partners</p> 	<p>Signed up February 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>Protect what we have:</p> <ol style="list-style-type: none"> I. Identify and protect existing areas in our site that are already good for pollinators. Completed II. Protect areas that are already providing food and shelter for pollinators. Completed

	<p>Reduce mowing:</p> <p>III. Reducing the frequency of mowing allows wildflowers (food) to flower among the longer grass... without spending money on wildflower seed! In progress for certain areas. See bank south of T09.16.....nice wildflowers blooming. Also plot beside drum-store and WWTP are left to grow wild.</p> <p><u>Pollinator-friendly planting to ensure we have flowers blooming that can provide food for pollinators from March all the way through October:</u></p> <p>IV. Plant pollinator friendly trees and shrubs. 13 new trees planted by the Portacabins this year including Oak, Hazel, Hawthorn, field Maple, Common Cherry, Beech, Ash, Alder & Elder.</p> <p>V. Create a pollinator friendly flower bed. Several beds prepared, raked and wildflower seeds spread.</p> <p><u>Create a woodland style path with wood chip.</u> Biodiversity trail by the Portacabins which incorporates interesting habitats such as native trees, hedgerows and wildflowering areas is being developed.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Initial online introduction to the goals and opportunities of the AIPP program given to all employees.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? <u>Provide nesting habitats.</u> In addition to food, pollinators need safe places to live.</p> <p>I. Hedgerows for pollinators to be planted where Irish Water repaired the main pipe. Whitethorn, Blackthorn and Gorse to be planted within the next few weeks.</p> <p><u>Reduce use of pesticides including insecticides, fungicides and herbicides, all of which can be harmful to pollinators:</u></p> <p>II. Eliminate use of herbicides. In discussions with landscape gardener</p> <p>III. Adopt pollinator friendly pesticide code. To be developed</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, Cara Partners have developed a program that will utilise the site area to provide support for the AIPP. The Program has been integrated into the ISO 14001 Aspects and Impacts Register 2021 and signed off by the Site Leadership Team.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>49</p> <p>CBRE Data Solutions Ireland</p> 	<p>Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>

50	Celtic Anglian Water Ltd.	Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to only cut border areas where necessary and have delayed the first cut of the season. We have stopped mowing an area approx. 750m2 to allow natural wild flower meadow. We have installed a bee hotel and have created natural insect/bee habitats with fallen and prune trees. We have planters outside our admin building and hedge rows/shrubs along roadways within the site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Celtic Anglian Water have supplied bee bombs and other seeds to our site and sister sites across the country.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Reduce the use of pesticides on site through consultancy with our landscapers.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Landscaping and site management plan sites our partnership with the pollinator plan and we continue to consult with Irish water on this programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. We will do so now.</p>
51	Chadwicks Group <i>(Grafton Group plc)</i>	Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		
52	Claremorris Free Range Eggs	Signed up April 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021 Ongoing supporter of AIPP.</p>
53	Clayton Hotel, Burlington Road	Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted a site that was previously overgrown with weeds with native wildflowers and a large herb garden. We installed four bee & insect hotels above the wildflower and herb garden. There is signage for our guests and staff members to see.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have posted regular information about our wildflower site, the importance of biodiversity and pollinators on our online staff app called Alkimii. We have shared information on our internal digital notice boards for our guests regarding our actions. We have posted videos of the progress of our wildflowers and the pollinators resident</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increased area of our pollinator friendly site. Monitoring of wildlife as well as insects. Increased awareness with our food and beverage suppliers to the hotel on their biodiversity actions and supporting.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>54 Clinic na gCapall</p> 	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have continued to manage our wildflower meadows and pollinator friendly shrubs and trees for pollinators and planted 200 spring flowering bulbs, 100 of which are of Irish provenance. Further plans for the site have been impacted due to the Covid-19 pandemic.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have sponsored the planting of 1,000 spring flowering bulbs in our locality. This has been carried out via the local towns group which has now developed a biodiversity action plan and linking in with this group is giving the maximum exposure possible locally for the pollinator plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Further work locally with the biodiversity action plan. We hope to complete a pond and bee bank which has been on hold due to the pandemic and the after effects of same.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>55 Clóna Dairy Products Ltd.</p> 	<p>Signed up April 2019 Mapped on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We purchased both a bee and butterfly hotel, now based on site in Clonakilty. We are trying to liaise with a local West Cork craftsman to design further larger hotels to use throughout the community. We maintain hedgerows around site but no pesticides are used.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Signage onsite regarding hotels informing both internal staff and public of their purpose. Highlighted our membership on social media and our website.</p>

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are hoping to sponsor a further hotel in a sensory garden in Clonakilty as well as discussing sponsorship of planting with local committees. Increased community engagement as well as supplier engagement.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>56 Clonmel Enterprises</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We replaced our planting in existing beds which had died with pollinator friendly planting in our existing flower beds to include stipa 'pony tails', verbena rigida, hydrangea, erica carnea and erica x darleyensis.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? None to date.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? It was our intention this year to expand our planted areas however as we were on lockdown for the first part of the year this didn't happen, so we intend to implement it next year instead.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, it is included in our Objectives and Targets for the year for our ISO14001 Environmental Management System.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
<p>57 Codec</p> 	<p>Signed up July 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>58 CommScope</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Due to Covid some plans were put on hold. We plan to plant a few Orchards in November and we are donating a number of orchards to schools and charities in our area. We have zoned an area to create a CommScope wild flower meadow.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? CommScope have communicated with staff through sitewide emails and notices. Staff attended the public launch of the DCs for</p>

	<p>Bees Pollinator Plan. We have sent emails to local schools and charities offering the orchards.</p> <p>CommScope has a DC for Bees Ambassador and participates in Host in Ireland DCs for Bees Meetings.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are planning to expand planting our wild flower meadow on the site in 2022. We will continue with the orchard commitment through 2022 and thereafter. We are continuing to raise awareness in our local community e.g. schools, charity organisations. CommScope will invite some of the local groups (e.g. schools, charity organisations) as part of a sponsored site visit.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? No – but under discussion with our global EMS team for inclusion.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
<p>59</p> <p>Conicker Farm Flowers</p> 	<p>Signed up February 2020</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>We are a micro cut flower farm in Co Offaly that grows our crop without the use of chemicals and have continued the work we started last year as proud supporters of the pollinator plan. We have installed and maintained a number of sites to home bumblebee and solitary bee species, with bee hotels, ungrazed grassy area and soil banks close to our flowers, to provide shelter and forage.</p> <p>Many of our flower crops are nectar-rich and early or late flowering, notably foxgloves, borage and phacelia. This year we have begun growing some crops in a polytunnel and are delighted to still have hoverflies and their larvae active even now in November in the tunnel.</p> <p>We provided still water containers to act as hoverfly lagoons and hope to share the progress of these in the coming year on our social media to encourage others to do the same as a biodiversity action or school project. We use no pesticides in growing our flowers.</p> <p>I am an active member of my local beekeeping association and while we acknowledge that keeping managed beehives is not a biodiversity action, in our work as an organisation we do help promote general pollinator awareness through our beginners' class and talks to local schools.</p>
<p>60</p> <p>Connecting to Nature <i>(formerly Blooming Native Wildflowers)</i></p> 	<p>Signed up July 2020</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced mowing, planted some bare ground with wildflower seeds – this bare ground was on a site we were developing – if something wasn't planted grass would have grown – so wildflowers were the obvious option to provide maximum nectar for the pollinators (no nectar in grass). We have also provided nesting habitats.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We send out information from time to time on</p>

	<p>social media to help raise awareness amongst the wider community. Pollinators are a regular topic of conversation amongst the staff here. We hold regular meetings to discuss the AIPP and how we can make a positive impact. We sent wildflower seed to all staff with information.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Protect our nesting sites and areas with wildflowers, continue to reduce mowing and replace our annual bedding plants with wildflowers (these annual bedding plants have been planted since our building opened in 1960s – we are now moving to WFs).</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Sending information to customers to help raise awareness and gifting wildflower seeds instead of the more ‘traditional’ corporate gifts.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
<p>61</p> <p>Conroy Crowe Kelly Architects and Urban Designers</p> <p></p>	<p>Signed up December 2018 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Unfortunately, none this year due to Covid 19.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to incorporate pollinator-friendly landscaping and new open spaces in all of our masterplans and urban plans, working closely with Landscape Architects, Engineers and Clients. Where feasible and practical, we seek to retain existing bio-diverse pockets of hedgerow, meadow and woodland.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue our actions in Item 2 above, and to realise some of these plans on the ground. Hopefully we will have photographs of established new parks and landscaped spaces by this time next year.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, we are a small organisation and don’t have a CSR strategy (yet).</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? On it!</p> <p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? Happy to be a part of this and to do what we can, where we can.</p>
<p>62</p> <p>Convergent Technologies</p> <p></p>	<p>Signed up March 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Not feasible as we only have 1 office in an industrial estate. • We are taking part in the Orchards Plan. • We are encouraging our employees to do what they can in their homes/gardens (i.e. reduce mowing and use of pesticides). • Encouraging local schools and communities to join the pollinator plan.

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Appointed a DC's for Bees ambassador. • Ambassador presented our involvement in the All-Ireland Pollinator Plan to our colleagues across Ireland and also to the United States – encouraging them to do something similar. • Sponsor Pollinator plan projects. • Leverage social media channels to raise awareness. • Host a training session for employees on pollinators. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Encourage our industrial park owners to take pollinator friendly actions. • Encourage security partners to get involved. • Sponsor Pollinator plan projects. • Continue to encourage employees. • Purchase wildflower seeds for a community group. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Not officially but actions are being taken.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have really enjoyed educating our staff, friends and family on our pollinators, so big thank you for getting us all involved. We look forward to 2022 and taking further actions.</p>
<p>63</p> <p>Cork Airport (part of daa plc)</p>  	<p>Signed up August 2021 via DAA Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? General maintenance of wildflower meadows, no mowing in designated areas. Bug hotels to be given a face lift prior to end of 2021. Additional bulbs planted in planters for spring flowering. Set up a sustainability group within Cork Airport which has biodiversity as one of the pillars.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? No Actions taken due to Covid.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Enhancement of existing areas, increase pollinator friendly planting in designated areas. Exploring the options of bee hives also. Include local groups and businesses in our journey.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. It is a designated sustainability targets in our sustainability strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>64</p> <p>Cork Chamber of Commerce</p> 	<p>Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In the past year there is an ongoing push to</p>

	<p>increasing biodiversity at the Chamber office site. We have installed an insect hotel in the back garden of the chamber. Since signing up to the pollinator plan, we spent some time discussing pollinators with our landscapers and started the process of planting Lavender/Indigenous planters for around the borders and garden. We have also planted a range of bulbs/shrubs in planters/pots and reduced mowing of our garden significantly including delaying the first cut to later in the summer months. Where possible we have eliminated pesticides.</p>
	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Raising awareness amongst the chamber team/colleagues- via information, webinars, socials, intranet, promoting all-Ireland pollinator plan. • Displaying the All- Ireland badge onsite to promote the plan and create awareness.
	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • workshop amongst the team to increase awareness. • Increased pollinator-friendly planting. • Addition of a Biodiversity Committee on our sustainability team agenda. • Environmental Purchasing Policy (make sure there is a focus on pollinator biodiversity). • Continue to eliminate pesticides where possible.
	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have incorporated the All-Ireland Pollinator Plan in our commitment to sustainability. The pledge is signed off by our board of directors and is included in our EcoMerit certification, ensuring we take responsibility for our commitment.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? We have now recorded our data to Actions for Pollinators (biodiversityireland.ie).</p>
	<p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are really excited to see what further transformation we can create onsite. We are eager to see the rewards over the coming year and log new sightings of various species on the actions for pollinators website. We are looking forward to see what awareness we can create for World Bee Day.</p>

65	Corrin Nature Reserve	Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> (ix) Protection of all the good biodiversity currently on our site. (x) Reduced mowing/cutting? (eg development of clover lawn/wildflower meadow) (xi) Increased pollinator-friendly planting? (eg bulbs/shrubs/fruit trees/hedgerows) (xii) Nesting habitats? (eg bee hotel, drilled holes in wood, designated a stone wall, earth bank for solitary mining bee, hedgerows for pollinators) (v) Reduction of herbicides. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Raising awareness in our local community. (eg Schools/ Community/Sports/Faith - sponsorship, funding pollinator planting, supporting local community actions, Tidy Towns).</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To increase our planting and to encourage more visitors to the nature reserve where they can see for themselves our actions and results.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR / Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We had the rare Comma butterfly visit our butterfly and bee biodiversity garden again this year.</p>
66	Croke Park	Signed up July 2020 Mapped on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The GAA alongside Croke Park launched the GAA Green Club Pilot Scheme which includes a specific biodiversity group. Within this group, they received the practical guide for clubs to encourage pollinator activity on their club grounds and had expert moderators chair monthly meetings giving advice and tips to progress plans. As lockdown eased, audits and site visits were conducted by local council reps and expert partners of the land around the pitches/walkways of the clubs and numerous opportunities for pollinator-biodiversity action. Clubs have erected signage on walkways with information about bees and planting biodiversity-friendly trees, shrubs and flowers.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The GAA Green Clubs held an online biodiversity workshop designed especially for Ulster Green Clubs by the RSPB NI but with great tips and links for any club or community interested in designed biodiversity actions and action plans.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p>

	<ol style="list-style-type: none"> 1. Encourage more clubs to reduce use of herbicides 2. Protect areas that are already providing food and shelter for pollinators 3. Hold a training session/workshop on pollinators for staff. 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Croke Park has a Mitigation and Creation Policy whereby any project must not only replace any bio-habitat damaged or destroyed during the build but must also create new habitat – e.g. green wall, tree planting etc 5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
<p>67</p> <p>Dale Farm Ltd.</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Dale Farm Ltd. Is fully committed to supporting wild pollinators through this plan. In the past year, with Covid restrictions, the focus has been on keeping the business running in a compliance way. We are in the process of appointing a group head of sustainability, and biodiversity will be part of the activities.</p> <p>We are moving forwards with the following:</p> <ol style="list-style-type: none"> 1. Outdoor Actions: At Drogheda we are planning to develop wild flower area at our water treatment plant, this has been postponed last year due to restrictions on non-essential contractor access.th 2. The plan is to complete a pollinator survey prior to our works and then monitor over the next 5 yrs, the operators are very keen on learning to do this. 3. Indoor/Communication Actions: 'Dale Farm View' includes articles on the environment by external agencies. The business has also promoted the Environmental Stewardship Scheme.
<p>68</p> <p>DePuy Ireland</p> 	<p>Signed up December 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <ol style="list-style-type: none"> 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Tree felling of a mature 20-year planted woodland area was identified in our action plan. This is a 4-year project to thin the existing canopy and improve the woodland ecology. Felled trees were left in the woodland as habitats and used to demarcate a pathway to facilitate a walkway through the woodland. The site has also developed an apiary with a local beekeeper which at the peak of the harvest period had 240,000 Irish Black Bee pollinators in the area. In conjunction with the apiary, 6 bee lodges were also installed on-site as part of the Irish Bee Conservation Project. 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our Corporation, Johnson and Johnson defined the Environmental Month theme for 2021 as 'Back to Nature' encouraging employees to take time out and spend in nature, attend talks and as a site, we issued Irish wildflower seed packs issued from WildWork to our employees. 3. What are your proposed pollinator-biodiversity action(s) for 2022? 2022 will be Year 2 of the 4 year woodland management project to continue to improve the health

	<p>of the woodland by encouraging the native species to develop. Management of the apiary will be an annual commitment by DePuy as part of our Biodiversity objective. Our recently formed Biodiversity Committee will examine open actions in the existing Biodiversity Action Plan and identify other potential opportunities to include in 2022.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES: Our EHS Standard ‘Environmental Sustainability’ includes the requirement to improve biodiversity on-site. This objective is a sub-division of our Site Sustainability strategy on-site.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Account activated and actions to populated on-line.</p> <p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? 2021 marked the formation of a site Biodiversity Committee. This was advertised during our Environmental Month initiative of wildflower seed pack issue and 20 employees have committed to getting involved. This will be a great support to our 2022 plan.</p>
<p>69</p> <p>Devenish Research Development and Innovation Limited</p> 	<p>Signed up July 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Devenish has a research farm in County Meath focused on sustainable agriculture. Our flag-ship research currently is an EU-funded research project, Project Heartland, on multi-species grazing swards for cattle and sheep. The multi species swards include a combination of grasses, legumes and herbs – we are testing swards with 6 different species and 12 different species and comparing them to a monoculture of rye grass and the pre-existing sward on the farm. We have sown 9 hectares with 6 species and 9 hectares with 12 species. We have 5 PhD students studying the impact of these swards on soil, plant, animal, human and environmental health.</p> <ul style="list-style-type: none"> • The components of our multispecies grazing swards are: Perennial ryegrass (<i>Lolium perenne</i>); Timothy (<i>Phleum pratense</i>); Cocksfoot (<i>Dactylis glomerata</i>); White clover (<i>Trifolium repens</i>); Red clover (<i>T. pratense</i>); Chicory (<i>Cichorium intybus</i>); Plantain (<i>Plantago lanceolata</i>); Greater birdsfoot trefoil (<i>Lotus pedunculatus</i>); Yarrow (<i>Achillea millefolium</i>); Sanfoin (<i>Onobrychis vicifolia</i>); Salad burnet (<i>Sanguisorba officinales</i>); Sheep’s parsley (<i>Petroselinum sativum</i>). • Consequently we have increased the biodiversity of our grazing which provides greater variety for pollinators. • In addition during 2021, we chose to stop mowing our grass verges and lawn areas on the farm – an area of approximately 2 hectares in total. We followed the all-Ireland Pollinator Plan advice and did not add wildflower seed but just allowed the natural species to grow and flower. • We have eliminated pesticides on the farm except for spot-spraying when necessary for electric fences etc. • We have put up AIPP signs on the farm. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We regularly engage with key stakeholders involved in farming and food production about our research and the benefits it provides towards sustainability including biodiversity and pollination. Examples of these stakeholders include: Farmer discussion groups; IFA Macra na Feirme </p>

	<p>Teagasc Bord Bia EPA Association of Agricultural Advisors Agri-food sector companies Consumers Food retailers UCD School of Agriculture and Food Science Agriculture and Environmental Science students School students especially those studying Agricultural Science for the leaving certificate.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan to engage with the National Biodiversity Data Centre and create a strategy on biodiversity that complements our work on sustainable agriculture.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? As noted above, we have further work to do to create a strategy on biodiversity that complements our work on sustainable agriculture.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Will do this as next step.</p>
<p>70</p> <p>DLF Seeds Ireland</p> 	<p>Signed up June 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have sown wildflowers in beds at our office sites as well as large plots at our forage R and D trial site. We distribute 1kg of wildflower seed to each of our 6 partner farms for sowing around their farms/yards to provide forage for pollinators. DLF actively promotes the use of and supplies livestock forage mixtures containing clovers and flowering herbs. These allow farmers to produce food in a more profitable and environmentally friendly manner. We also supply specialist 'environmental seed mixtures' of annual clovers and native flowering species for use on field margins.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to encourage our wholesale customers to get involved in the AIPP. We intend to get involved with community organisations and councils through sponsorship of seed.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No. As yet, we do not have a specific biodiversity strategy. It would be something we would be interested in doing though.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>71</p> <p>DMC Consulting Limited</p> 	<p>Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Increased diversity of plant species to attract a wider range of biodiversity and to extend the forage and shelter window made available by our planted areas. Focus on perennial planting and introduction of grasses.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Increased level of composting of waste, reducing refuse but also providing forage and habitat for worms etc and a healthy additive for our soil and plants.</p>

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increase bird box usage and investigate feasibility of formation of a pond.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have had frogs and hedgehogs in the planted areas this year, clearly our actions are having an effect!</p>
<p>72</p> <p>Dublin Airport (daa plc)</p>  <p>DublinAirport</p> 	<p>Signed up August 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Dublin Airport has five designated wildflower areas around our campus most notable the area at T2. We also have bees hives on site. Cork Airport has two designated wildflower areas in from of the terminal and Christy Ring statue.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continually communicate with our staff on the work our gardeners are undertaking in planting of our wildflower habitats. We also use the honey from our hives to raise money for charity.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We hope to work Biodiversity Ireland to develop a National Biodiversity plan for aviation. We hope to implement the key initiatives from that plan.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes – biodiversity is one of our key sustainability pillars. (attached policy).</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? I have attached our biodiversity policy. We are currently looking at compensatory habitats for yellow hammer and bats on our lands.</p>
<p>73</p> <p>Dundrum Town Centre</p> 	<p>Signed up February 2017 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Continuation of our beehives on our roof(n=7), management of our biodiversity gardens, as well as collaboration with research on the pollinators surrounding our business.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In-house signage demonstrating our business supporter status, as well as communication regarding the study results of the study performed by a UCD students on the number of pollinators in our immediate vicinity.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Sharing of the study done on the pollinators surrounding the site, as well as further development of</p>

		<p>beehives. Rewilding of remaining planted areas with native Irish wildflowers is also planned.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
74	<p>eBay</p> 	<p>Signed up February 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planted a new miniature native wildflower meadow on site. Elimination of herbicides across the site around planted areas and hedge rows. Cleared addition usable ground to allow for new pollinator friendly flowers & Herbs. Active management of our existing pollinator friendly habitats with our Landscape maintenance team to minimise any disturbance to these areas. Installation of a new 16sq Mt raised flower bed planted up with pollinator friendly flowers & shrubs that will give a continuous supply of food early spring until late autumn. Installed new AIPP signage to the planed beds around the site. Have installed 2 Bee Hotels from old, recycled pallets.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We haven't communicated internally yet due to employees not due to return to the office until early 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Our plan for 2022 is to start introducing new flowering plants and shrubs to portions of our existing mature planted shrub beds located around the site. These areas already give good ground cover for insects and birds, but the areas are lacking pollinator friendly planting. We have reached out to our Landscape maintenance provider for ideas & proposals on how this can be achieved within our budget. We are planning to start work early in the new year in time for the new growing season.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO. As we have only begun this journey in 2021 we are developing our basics. In 2022 with the return of ebay employees we would like to get engagement and volunteers to participate and begin the process of building the BioDiversity Pillar into our Sustainable strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? As we have only begun our journey in 2021, we are looking forward to upgrading the grounds around the site on a continuous basis. We have already seen the benefits & improvements in pollinator activity with the small changes we have made to date. Our plan for 2022 is to increase our range of planting to promote different types of pollinators to the site.</p>
75	<p>Eclipse Ireland</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Eclipse Ireland continues to support the All</p>

	<p>Ireland Pollinator Plan 2021-2025 and will continue to preserve plants that produce nectar attracted pollinators. Irregular mowing and extended border areas (and small paddocks) where many of the common wild flowers are happy to grow (such as dandelions, clover, celandines, buttercup and primroses) have been set aside to provide valuable sources of food for pollinating bees as well as other insects - now our set policy for wild pollinators into 2022 and beyond.</p>
	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Some narrative highlighting biodiversity is now included within our 'leave no trace' protocol when facilitating school tours.</p>
	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Removal of large docks and rushes from our developing wildflower meadows to stop them dominating and since the discontinuation of horses have set aside paddocks for further planting of wild flower seeds.</p>
	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability /Biodiversity Strategy? YES.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

<p>76</p>	<p>Eco Evolution</p> 	<p>Signed up July 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced mowing and planted pollinator friendly bulbs such as Grape Hyacinth and Crocus in the gardens and in tubs. We have eliminated the spraying of pesticides.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Engaging with the local Tidy Towns group and local schools and sponsoring the printing of 'pollinator friendly area' signage.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to work and volunteer with the local Tidy Towns group. Sponsor the printing of the Junior Pollinator Plan for both local schools.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. Eco Evolution is a renewable energy company and the AIPP is the perfect guide to help the company to implement actions to help increase and protect pollinators and biodiversity.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We completed a four-week Wexford Community Biodiversity workshop along with the Local Tidy Towns Group. The course was facilitated by ecologists Fionnuala O'Neill of BEC Consultants and Deborah D'Arcy. During the workshops and site field trips we learned to identify, protect and enhance local biodiversity. We also helped the Local Tidy Towns Group prepare a Biodiversity Protection Plan for the local area.</p>
-----------	--	---

77

EcoSeeds Ltd.



Signed up 2016

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have seeded over 50 ha of native origin seed across Ireland and we encourage our clients to put these on the action for pollinators site. We have identified 4 more donor species rich meadows we have harvested from and the seed is being made available.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have worked with NGOs, Schools, Government, Private, Councils to promote planting native species.

3. What are your proposed pollinator-biodiversity action(s) for 2022? To identify more species rich grasslands donor sites and make local seed available. To produce a decision tree for options for habitat restoration.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? TBC.

5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have found our clients have been confused as to when to plant wildflower seeds and when to go for natural colonisation.

78

Elavon



Signed up April 2017

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? As an org, we have been closed to employees since March 12th 2020. However, our 2 raised beds are still in place with lavender, rosemary and thyme in bloom all summer. We have a pond which has lily pads and other aquatic plants. The wild areas of our site, are untouched by human and left to bramble, dandelion, daisy and all sorts of wild flowers. We have extensive hedging in front of our building with roses and St John's Wort. We cut back on mowing significantly which encouraged clover and other grasses. We sponsor a roundabout near our Arklow office and pay the council to maintain it. We have asked them to continue to plant bee friendly shrubs on it.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We maintain a notice board for all green themes and have printed items from your which will be updated week of 4 Oct when we are allowed on site. We had guest speakers from Biodiversity Ireland, Sarah on 29th Sept and had 35 attendees. The recording will be distributed to all and posted on our SP site. During lockdown we had the Holistic Gardener as a guest speaker and he encourages planting and sowing. We also have a new SharePoint site dedicated to Community and your monthly newsletter is posted there as well as handy hints and tips.

3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue all of the above. We have a Green Theme group and plan to reinvigorate that with new members and much enthusiasm once we are all back on site. We will do another site survey to look at ways we can do more outdoors such as install or protect nesting areas or bee hotels. We continue to improve our SharePoint site and Yammer posts

internally to drive people to do better at home with recycling, planting and educating those around them about the all-Ireland pollinator plan. We may look at buying some wildflower seeds as prizes or gifts for our employees. (If you have a recommended source, please let me know).
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO – I am unable to locate info about a Sustainability policy. I have enquired at board level about this.
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Not really, it has been tough not being on site and keeping an eye on things here, but we are a large site with lots of space that is fairly wild already and we have no plans to manicure lawns or hedgerows!

<p>79 Elmpark Green</p>  	<p>Signed up February 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Protection of all the good biodiversity currently on your site*.</p> <ul style="list-style-type: none"> • Signage was created and installed to educate the people who live and work at the development. Messages include how to protect the habits, information on biodiversity and plant species. • This year we have significantly reduced our mowing to once a year (September) in the wildflower meadows. • Additionally, we have developed a second wildflower meadow size 0.25 acres, which is located at the back of the residential complex in Elmpark Green. In the wildflower meadow, we have planted Allium Spaerocephalum (2500 bulbs), Allium Roseum (2,500 bulbs), Allium Purple sensation (500 bulbs), Nectaroscordum (500 bulbs), Bluebells non scripta (1,000 bulbs). In addition, we have planted 6 apple trees and 6 pear trees. Not only are we aiming to reduce our CO2 emissions, but fruit trees produce fruit that will help feed our and protect our wildlife on campus. • We have created a new sitting area made of untreated wooden logs. The logs have drilled holes that allow bugs to nest and thrive. In addition, we have added a new bug hotel. We have further upgraded the bee mound and planted new hedgerows (lavender and heathers) for pollinators. • We have made sure that new wildflower meadow has a variety of plants blooming through the year and providing food for pollinators. We also used organic fertilisers for plants. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? a. We are working closely with a local Co. Kildare company that supplies all the seeds from the local farms. b. We were hosting an event for a local school to raise awareness about caring for nature, preservation of pollinators and the importance of creating wildflower gardens (patches) at home or on your balconies. c. We have arranged a virtual talk on Biodiversity for our community, with practical suggestions each participant could take out. We also sponsored wildflower bombs for each member of our community. All flower bombs were sourced from local seeds suppliers.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? a. We plan to work closely with the Green Team of one of the companies on campus to develop wildflower gardens further and create new shelters for pollinators and other species.</p>
---	--

	<p>b. Organise additional virtual and live talks/events on educating our local community about biodiversity and relative to these topics.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have integrated Biodiversity Strategy align with the All-Ireland Pollinator Plan. The AIPP is an excellent outline to support our pollinators and biodiversity through actions through the upcoming year.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We started to work closely with our onsite commercial tenants, which helped us better promote our biodiversity and environmental programmes.</p>
<p>80</p> <p>Encirc Ltd.</p> 	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced the cutting of grass verges on the site and have committed to protect existing pollinator habitats. Other projects are on hold due to Covid and staff working from home.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The Pollinator Plan website, Guidelines and updates have been shared on our Workplace intranet.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have plans to plant a native wildflower meadow in the next few years as part of a site redevelopment project.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

81	<p>Envirico</p> 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We didn't have any actions taken this year due to Covid.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We supplied printed copies of Gardens: Actions to help pollinators, to all new staff members.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to look again at our beekeeper notification scheme to increase uptake. To install pollinator friendly window boxes.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO. We will be reviewing our sustainability strategy later this month and we will integrate the pollinator plan at that stage.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? We will map our sites before the end of November.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Yes we are looking forward to making the pollinator plan an inherent part of our business strategy.</p>
82	<p>EPS Group</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
83	<p>Equinix Ireland</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
84	<p>Ethos Engineering</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
85	<p>Eversheds Sutherland</p> <p>EVERSHEDS SUTHERLAND</p>	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>

<p>86</p>	<p>Fairyhouse Steel</p> 	<p>Signed up July 2018 Mapped on Actions for Pollinators – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 we continued to expand the area of Wild flower meadow on site, we also manage our hedgerow to allow bees and birds nesting. We have planted bulbs for Spring 2022.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have continued to supply the local National School students with wildflower seeds for planting and supplying some information on pollinators. As part of our Sustainability management system we educate our employees on environmental issues including pollinators.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 we will expand on the area of the site that is planted as a wildflower meadow, manage the hedgerows, prevent the use of pesticides around the site and continue to supply the wildflower seeds for the Seeds for schools scheme.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES. We have integrated the pollinator plan into our Environmental and Sustainability management systems.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. We have logged our location with Biodiversity Ireland.</p>
<p>87</p>	<p>Fanad Lighthouse Teach Solais Fhánada</p> 	<p>Signed up September 2021 – NEW business supporter Mapped on Actions for Pollinators – data mapping portal. TBC.</p>
<p>88</p>	<p>Farmhand Ltd.</p> 	<p>Signed up November 2018 Mapped on Actions for Pollinators – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We host 12 beehives on approx. 0.7 acres of our premises at Damastown, Dublin 15. We have maintained the bulk of our open space as a wilded area (pollinator-friendly plants, no grass). Our landscaper has stopped using ALL pesticides.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have the Pollinator Programme sign up in Reception.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to replant a wildflower/clover/Sainfoin mix in the springtime (approx..0.7 acres). We sowed Sainfoin and rapeseed this 2021 season. It attracted numerous hoverflies and solitary bees in addition to being a handy feedstock for the resident honeybees.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>

89	Fingleton White 	Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The biodiversity committee procured native wildflower seed packs and distributed them to all company employees in early spring. A planting guide accompanied the seed packs, providing sowing and meadow management instructions. Throughout the year we provided continuous information on pesticide-free weed removal and cutting recommendations. We internally circulated pictures of thriving wildflower meadow gardens to showcase pollinator friendly habitats and encourage others to partake in the future. As a result, employees have increased pollinator friendly planting in their gardens, reduced mowing and some even built their own bee hotels!		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We raised awareness on the company's intranet by sharing the AIPP monthly newsletter, provided notifications of upcoming biodiversity webinars, prepared DYI bee hotel instructions, prepared a Fun Facts for World Bee Day, and created a FW wildflower meadow sowing and management guide in line with the AIPP guidelines. We also began building partnerships with the Portlaoise Tidy Towns committee, local ecologists, and Trees on the Land charity to work on pollinator and biodiversity friendly projects in the coming year.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? Company Tree Planting Day – Collaborating with Trees on the Land to organise a tree planting day in early February of 2022. Once the site is confirmed, Fingleton White will plant 2,000 native trees that will grow for many years and provide valuable resources and beneficial ecosystem services. We are liaising with our local ecologists to participate in biodiversity and pollinator-friendly projects in the local community, for example, spring bulb planting in Portlaoise town centre, Rhododendron control in Abbeyleix bog, etc.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Fingleton White are preparing a sustainability policy which should be finalised in 2022. The Pollinator Plan will be one of the pillars.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Fingleton White Headquarters (Bridge St Centre, Portlaoise) was successfully added to the biodiversity database. Employees who participated in pollinator friendly planting were encouraged to add their private gardens to the database.		
7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? As a company initiative, the section of River Triogue running across Bridge Street in Portlaoise was cleaned by Fingleton White employees on June 8th. The activity involved the removal of litter and waste from the river and management of overgrown vegetation.		
90	Fiserv 	Signed up March 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? <ul style="list-style-type: none"> Protected a large no mowing meadow including existing flowering hedgerow and stone wall. The total area covered is approx. 237m2. 		

<ul style="list-style-type: none"> Planted three pollinator friendly perennial beds, with the main species being poppy. The areas covered are approx. 63m2, 28m2 and 35 m2.
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Education on the importance of biodiversity and the declining Irish bee populations with our associates, through emails, flyers and talks.</p>
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ol style="list-style-type: none"> To extend our no mowing area To add 3 x small bee hotels Plant more pollinator friendly plants/wildflowers native to Ireland Further education with our associates on the importance of biodiversity Look into the possibility of working with local schools – Pandemic restrictions depending.
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. As part of one of our Employee Resource Groups ‘Sustainability in our Business’ is one of our action plans. The AIPP is included in this action along with other initiatives around sustainability and biodiversity.</p>
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? This year we had very limited access to our facility due to the pandemic and its resulting restrictions so we could not implement all the actions we had originally planned. However, with all things going well in the new year we are looking forward to being back in the office and more hands-on with our AIPP actions in 2022.</p>

91

Folens Publishers

Signed up January 2019

Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.



UPDATE 2021

<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? While the office was closed for over 12 months we maintained our Pollinator area with some members of the Warehouse team regularly watering and maintaining this space during the time when no one was attending the premises</p>
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>In our company staff Teams site (Inside the Hive) named after the fact that our Company logo is a bee we regularly post anything that promotes the positive aspect of maintaining a healthy pollinator environment at work and more importantly now at home given the new Hybrid work life that we all have. We also have our <i>Bee in the know</i> section which promotes all things that we do from a publishing perspective that have positive impacts to our wider environment.</p> <p>In our recent Primary SESE Explorers textbook we ran a feature article on Pollination and the positive impact that this has for the environment, this was a whole unit of learning on bees (The Buzz About Bees) as well as featured content in our Folens Christmas Annuals in 2021.</p>
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>As Ireland has been identified as one of the largest gene pools of the European dark honeybee with the native Irish black honeybee belonging to this family. Once a bee</p>

	<p>found all over the European continent, it is now located in a very small number of isolated areas - Ireland being one of them.</p> <p>By entering into a partnership with OpenHive, Folens will be supporting their conservation work, allowing OpenHive to focus on the proliferation of the native Irish honeybee. This will, in turn, contribute to our corporate social responsibility initiative Folens Giving.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>92</p> <p>Fota Island Resort – Golf</p> 	<p>Signed up January 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO – due to Covid.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced our mowing areas around the golf course and we are cutting designated areas twice a year just to help with the progression of the wildflower that is in the soil. We have planted some boundary hedge with a mix of white/black thorn and crab apple along with the plantation of native trees including hazel and willow. We have also started building bird boxes and bug hotels which we hope to install over the coming months. We have also installed 8 native bee boxes in conjunction with the Irish Bee Conservation Project (I.B.C.P) which have been a massive success with all 8 boxes providing an instant habitat for our native dark bee. All boxes are occupied heading into winter with the aim to install some more next year.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Due to covid we aim to be proactive in this section in 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Plant more native trees around the island, hopefully set up an employee forum and get more employees involved and engaged on our plan going forward for bio diversity on the Island.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No / Due to Covid.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No / Due to Covid.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Hopefully in 2022 with covid behind us we can be more pro active.</p>
<p>93</p> <p>Fruit Hill Farm (Veyranno Ltd.)</p> 	<p>Signed up February 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planting large borders of wild flowers around vegetable beds, leaving various wildflowers and weeds on unused land to bloom. Growing clover and other bee friendly flowers on site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>

	<p>Promoting bee friendly flowers to customers via our website, social media, information brochures and over the phone. Helping with tidy town initiatives and advising on which species to plant.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue to promote pollinator friendly practices and products.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>					
<p>94 Frylite Ltd.</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>					
<p>95 Furlong Flooring Ltd.</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>					
<p>96 GAA National Games Development Centre</p> 	<p>Signed up July 2018 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <table border="1" data-bbox="565 1209 1520 1640"> <tr> <td data-bbox="565 1209 1520 1377"> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Designated areas for no mowing and others for less frequent mowing during the growing season. Addition of yellow rattle into no mowing area to weaken the grass growth and open up the sward. No use of chemicals in these areas.</p> </td> </tr> <tr> <td data-bbox="565 1377 1520 1472"> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Informing staff in the mowing management of the meadow areas.</p> </td> </tr> <tr> <td data-bbox="565 1472 1520 1545"> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Introduction of clover areas within the meadow areas.</p> </td> </tr> <tr> <td data-bbox="565 1545 1520 1608"> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES.</p> </td> </tr> <tr> <td data-bbox="565 1608 1520 1640"> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> </td> </tr> </table>	<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Designated areas for no mowing and others for less frequent mowing during the growing season. Addition of yellow rattle into no mowing area to weaken the grass growth and open up the sward. No use of chemicals in these areas.</p>	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Informing staff in the mowing management of the meadow areas.</p>	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Introduction of clover areas within the meadow areas.</p>	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES.</p>	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Designated areas for no mowing and others for less frequent mowing during the growing season. Addition of yellow rattle into no mowing area to weaken the grass growth and open up the sward. No use of chemicals in these areas.</p>						
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Informing staff in the mowing management of the meadow areas.</p>						
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Introduction of clover areas within the meadow areas.</p>						
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES.</p>						
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>						

97	<p>Galway Business School / Galway Cultural Institute</p>	<p>Signed up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p>
 		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>a) We have created a natural wildflower small meadow through reduced mowing. b) We have reduced the use of pesticides and replanted a wild garden area. c) We have increased pollinator friendly planting (a couple of flowerpots to include herbs etc).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>a) Communicated internally on Moodle around creating a more sustainable business with bio diversity activities as part of it. b) Sharing initiatives with other language and business schools. c) Increasing awareness of sustainability.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>a) Plant apple trees. b) Replant wild garden. c) Increase number of garden pots with bee / bird friendly plants. d) Increase colleague engagement. e) Green week in the school including beach clean up. f) Health week including dealing with 'left overs' and not wasting food as a function of looking after the planet.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No – but developing it and taking various initiatives under the UNESCO sustainability plan while linking in with sustainability Ireland. We are increasing awareness and training internally and plan a roll out of our communication plan in this regard in Q4 2021 to Q1 2022.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We need advice as we are only at the beginning. One result of the few actions we have taken is that we have more birds / bees in the garden which is very encouraging.</p>
98	<p>Gannon Homes</p>	<p>Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We developed a Pollinator Trail along the Mayne River, Belcamp. Commenced re generation of Historic Woodland including Pollinator Tree Species. Planting an extensive range of Pollinator Friendly Planting in Showhouses or our upcoming developments.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have engaged with our Landscape Architects to ensure all our planning applications include biodiversity planting and our Pollinator Friendly.</p>

		<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue working with our Pollinator Advisor Mr. Peter Cuthbert with an aim to develop a Pollinator Friendly Walled Garden at Belcamp.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO.</p>
99	<p>Garrett Advancing Motion</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
100	<p>GCS Consulting</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
101	<p>George Best Belfast City Airport</p> 	<p>Signed up October 2021 - NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
102	<p>Gilead Sciences Ireland</p> 	<p>Signed up July 2021 - NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>

103	Glenveagh Homes	Signed up March 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have undertaken a new biodiversity initiative introducing wildflower meadows into all new developments as standard. Wildflower zones have been planted this summer in sites in Ballyboughal, Balbriggan, Donabate, Clonee and Kilcock.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are working with Biodiversity in Schools sponsoring biodiversity workshops for schools across Meath, Kildare and Dublin as well as other communities where we build. We have an initiated activity with Tidy Towns groups in Navan, Trim, Donabate and Swords providing equipment, planting supplies and volunteering support as required. We have also promoted the AIPP across digital platforms and social media channels and to our partners and key stakeholders</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We hope to further build on our pollinator actions as part of our larger Sustainability pillar and continue to roll-out biodiversity actions across all our new and existing sites.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. This will form part of the overall Sustainability pillar as part of our Community Engagement programme of activity. We plan to further integrate as part of our overall CSR programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Yes. These actions have been mapped for 6 developments across North Dublin, Navan, Clonee, Leixlip and Kilcock.</p> <p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? We are delighted to be part of the AIPP programme and plan to further track and plan our initiatives and align with our overall CSR programme.</p>
104	Grangegorman Development Agency	Signed up January 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.
	 <p>Grangegorman Development Agency Gníomhaireacht Forbartha Ghráinseach Ghormáin</p>	<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We delivered two new pollinator friendly wildflower meadows on site. Swift boxes were included as part of the restoration of the oldest building in Grangegorman and a number of new trees were planted as part of the landscaping works. Our target is to plant about 2,000 new trees over the lifetime of the development.</p> <p>We also worked with TU Dublin to continue to manage the use of pesticides on the Grangegorman campus, oversee the care and maintenance of the mature trees and reduce the frequency of mowing over the summer months to allow bees and other insects to flourish.</p> <p>We are currently developing ‘pocket forests’ in three locations across the Grangegorman site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? This is an area we are keen to develop. We</p>

	<p>have been working to increase awareness of biodiversity actions for the Grangegorman development and the campus over the last year through our stakeholder forums and across our social media channels. We regularly engage with TU Dublin on this as there is crossover between campus development and estates management.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Protect and grow the established wildflower meadows and pocket forests • Further promote pollinator actions • Take part in national events such as Heritage Week • Evaluate the wildlife species on campus <p>Explore further opportunities to enhance biodiversity across the Grangegorman site.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We are currently revising our Sustainability Strategy. This includes ensuring that the pollinator plan forms a part of the biodiversity pillar for the strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>105</p> <p>Grantstown Nurseries Ltd.</p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? On signing up as a business supporter of the AIPP in 2019, we introduced reduced mowing around the grassland exterior of our glasshouses. Since then, we have managed these areas as long flowering meadows strips with a once per annum cut and lift in September. We have 160 m of established native hedgerows which have not been cut in several years. However, if a maintenance cut must be carried, we will do in a pollinator friendly way i.e., on a three-year rotation. Blackthorn, hawthorn, and bramble are the main species in our hedgerows, but we plan to increase diversity in the future. We continued to maintain our herbaceous border which contains beneficial pollinator plants such as Verbena bonariensis and Geranium 'Johnsons Blue'. Staff weeded these by removing species such as creeping buttercup in spring and also planted pollinator friendly Allium bulbs.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We did not take communication actions in 2021. However, we drafted a new 5-year biodiversity plan in which we have outlined ways to improve staff and customer engagement. Between 2021- 2026, we aim to sponsor local groups to help take actions for pollinators.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022, staff engagement and awareness with our pollinator-biodiversity action plan is our main priority. We plan to host staff workshops with an external horticulturist we have been working with on our biodiversity actions to date. They hope to show staff how to harvest native wildflower seed, propagate plants from dividing clumps in our existing borders, construct bee hotels, and create nesting habitat for mining bees.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. In our new Biodiversity management plan 2021 -2026, we continue our commitment to all Ireland pollinator plans with actions from planned over the five years.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

	<p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? We are Bord Bia Sustainable Horticulture Assurance Scheme certified and classed as Origin Green "Producer" under their classification but not a member.</p>			
	<p>7. Is there anything else you'd like to share with us regarding your pollinator-biodiversity journey in 2021? The long flowering meadow strips we have taken around our site contrasts with the traditional tightly mowed grassland verges that would usually occur around greenhouses in Europe. We have really enjoyed watching them develop. The paths recommended in AIPP actions for business document make it a nice feature for staff and visitors to go for wander through. Peacock and Small tortoise adorn the Verbena bonariensis summertime at the packhouse herbaceous borders, and their caterpillars gorge on the abundant nettles on site. This is a real joy for visitors and employees. In April when preparing our biodiversity plan. We have recorded 17 different bird species on site. Our leylandii hedge, which we thought was useless for biodiversity has blackbirds, greenfinches, thrushes and wood pigeon nesting within which was nice surprise. A highlight of this in house bird survey was watching through binoculars a bull finch gorging itself on Salix caprea buds.</p>			
<p>106</p> <p>Granville EcoPark Limited</p> 	<p>Signed up July 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Reduced actions due to Covid-19.</p>			
<p>107</p> <p>Greenbelt Ltd.</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p>			
<p>108</p> <p>GUI National Golf Academy</p> 	<p>Signed up January 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 The Golf Ireland Academy continues to support the All-Ireland Pollinator Plan 2021-2025.</p>			
<p>109</p> <p>Gunn Lennon Fabrications Ltd.</p> 	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <table border="1" data-bbox="565 1661 1516 1892"> <tr> <td data-bbox="565 1661 1516 1791"> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Sowing seeds of pollinator friendly flowers, organising bee friendly planters at the entrance, not cutting the grass in the designated area throughout most of the year.</p> </td> </tr> <tr> <td data-bbox="565 1791 1516 1856"> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> </td> </tr> <tr> <td data-bbox="565 1856 1516 1892"> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> </td> </tr> </table>	<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Sowing seeds of pollinator friendly flowers, organising bee friendly planters at the entrance, not cutting the grass in the designated area throughout most of the year.</p>	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p>
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Sowing seeds of pollinator friendly flowers, organising bee friendly planters at the entrance, not cutting the grass in the designated area throughout most of the year.</p>				
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>				
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p>				

		As per Item 1 above.
		4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.
		5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
110	Hanley Energy Ltd.  TRUSTED ENERGY PARTNERS	Signed up May 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
111	Hawthorn Nurseries & Landscaping Ltd  Environmental Services • Landscaping • Nurseries	Signed up March 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC. UPDATE 2021 Hawthorn Nurseries continues to fully support the All-Ireland Pollinator Plan 2021-2025 and will continue to do so in its actions for wild pollinators into 2022. We try to incorporate pollinators in every landscape job we do. We have installed large wildflower gardens in the past year at the Kilkee Library, at and private homes in Liscannor and Coore, West Clare.
112	HMBO Solicitors LLP 	Signed up March 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? <ul style="list-style-type: none"> Erection of nature tree planting. Bat boxes, owl boxes, bird boxes and insect hotels. 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Two talks held in Ashford, Co. Wicklow with Wild Botanist, Aisling Dowling. 3. What are your proposed pollinator-biodiversity action(s) for 2022? New reed bed and water planting in 2 wildlife ponds created in Roundwood, Co. Wicklow. 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. The plan is part of the work we do with the Eco Restoration Trust on their reserves. 5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Logged on.
113	Holbein Carpentry and Joinery 	Signed up June 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?

	<ul style="list-style-type: none"> In 2021 we designed a planting scheme and planted a tiny forest, a mixture of native trees including pollinator whitethorn and elder. We planted apple trees, fruit bushes and strawberry plants providing flowers for bees and food for us. We planted sweetpeas, calendula and cornflower around a tepee to form a centre piece and a discussion point. We have reduced mowing and left areas of grass uncut, maintaining a wild natural landscape. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Communicating on Facebook and in local newspaper.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue the woodland project, planting pollinator blubs under the trees. To manage the grass area as pollinator foraging long grass meadow.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>114</p> <p>Horticulture Consultants Ireland Ltd.</p> 	<p>Signed up February 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Horticultural Consultants Ireland Ltd. supports fully the All Ireland Pollinator Plan 2021-2025 and I continue to promote the good work of the plan on RTE, C103 and Irish Examiner along with working with many clients illustrating the importance of the plan and working with them to implement same.</p>
<p>115</p> <p>Howe Hill Flowers</p> 	<p>Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>116</p> <p>Huhtamaki</p> 	<p>Signed up September 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 Huhtamaki (Lurgan) planted out an area of 1000 m2 with wild flower seeds. The contractor used was EcoSeeds.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 Huhtamaki (Lurgan) propose:</p> <ul style="list-style-type: none"> Positioning Pollinator Friendly Containers on site. (Location and number to be determined). Funding the printing of pollinator friendly Garden Guidelines for employees.

		<p>4. Have you integrated the Pollinator Plan into your EMS/CSR /Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
117	<p>Hyphen</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have worked as executive architect on data centre projects supporting in the DCs for Bees initiative in Ireland. This includes working with CyrusOne on its Dublin I data centre, which involved the creation of grasslands, wildflower meadows and wetlands in the areas surrounding the data centre, to support pollinator species and sustainable future growth for wildlife.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We implemented a company-wide email signature with a logo and link to DCs for Bees, so staff across our eight international offices and our contacts could learn more about the initiative and consider supporting pollinator species in future projects in Ireland and beyond.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Employee education and awareness – we will dedicate a page on our intranet to DCs for Bees, so staff can find out more information directly on a frequently used staff site and circulate materials and resources from time to time. We will also investigate research opportunities with local universities and, where possible, continue to work with clients on projects that support biodiversity and the recovery of bee and other pollinator populations.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? N/A</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
118	<p>Icon Clinical Research</p> 	<p>Signed up June 2018 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021 No Actions due to Covid-19.</p>
119	<p>Inis Cuis Landscapes</p> 	<p>Signed up December 2020 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>

120	Inland and Coastal Marina Systems Ltd.	Signed up June 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
		
121	Intel Ireland Ltd.	Signed up 2016 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.
		
UPDATE 2021		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021, the site added additional pollinator friendly planted areas to our front of house (IR4 plaza area and IR2 area). A new wildflower planted area was provided beside new water tanks installed. The site placed signage across the site providing signposting of the pollinator friendly areas on-site to support awareness of these.</p> <p>We also added bird boxes to trees beside the IR 2 multistorey carpark area.</p> <p>The site completed a River Rye enhancement project (provision of gravel spawning beds) supported by the Friends of the River Rye group (Inland Fisheries Ireland, Kildare County Council, Intel local fishermen & UCD Aquens group).</p> <p>The existing wildflower meadow located north of the site had its annual cut back. Surveying of meadow was carried out by interns working at Intel during 2021 and information logged in the National Biodiversity Centre database (Intel’s wildflower meadow located north of the site co-ordinates 53.37980540,-6.52671307).</p> <p>A group of employees carried out a Bird Watch volunteering activity.</p> <p>Intel sponsored biodiversity signs for the local community and funded planting boxes for the local Tidy Towns. Intel also sponsored the Tidy Estates competition in 2021.</p> <p>The site changed to use spot sprayers for weedkiller helping to reduce the amount of weedkiller used.</p>		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The site biodiversity map was updated to include additional areas provided in 2021 and also was communicated through employee communications. Regular communications were sent to the site Biodiversity Network group e.g., communications sent out on additional planted areas at the site and also communications/updates we receive from the National Biodiversity Centre.</p> <p>Intel provided two biodiversity awareness sessions to students at Trinity College Dublin and also presented at the Engineers Ireland National Conference where work relating to biodiversity was also featured. The site received a Green Award for their work in the area of Sustainability in 2021 (2nd Place for Sustainable Team of the Year) which included the continued year on year work we do in relation to biodiversity.</p> <p>An artist has been commissioned by Intel Ireland to provide 4 pencil sketches of Intel’s biodiversity features which have been posted to Intel’s social media channels but will also be provided as site art.</p> <p>The Friends of the River Rye group continued to meet regularly throughout 2021 to complete the new spawning bed project and discuss the quality of the River Rye. The River Rye Podcasts were created and publicised in 2021.</p> <p>Biodiversity related videos were created for site and are due for publishing before the end of 2021.</p>		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? The site will continue to maintain its wildflower meadows and pollinator planted areas and all</p>		

	<p>supporting information e.g., signage, mapping etc. Similarly, will continue to carry out annual surveying of the wildflower meadow and log information into the National Biodiversity Database.</p> <p>Intel will celebrate 30 years of voluntary monitoring of the River Rye and will publish a summary white paper of the work completed over the years and the benefit of these. The site will monitor site development work and ensure any opportunity for biodiversity are explored to add to the existing biodiversity features of the site. Intel will provide external and internal awareness promoting its work in the area of biodiversity to encourage others to also engage in biodiversity related efforts.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Incorporated into our Site EMS with annual objectives and targets.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Please note we have additional areas we would like to add to this which we have completed.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Although 2021 has been a challenging year with COVID 19 restrictions in place we have been able to overcome those challenges to provide additional support to biodiversity and very much valued by the Intel Ireland site.</p>
<p>122</p> <p>Interxion Ireland DAC</p>  <p>A DIGITAL REALTY COMPANY</p>	<p>Signed up August 2021 - NEW business supporter Mapped site(s) on 'Actions for Pollinators' - data mapping portal.</p>
<p>123</p> <p>Ireland Beeswax Wraps</p>  <p>Ireland Beeswax Wraps</p>	<p>Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' - data mapping portal. IN PROCESS.</p> <p>UPDATE 2021 Ireland Beeswax Wraps supports the All-Ireland Pollinator Plan 2021-2025 and will continue to take actions for wild pollinators in 2022.</p>



Signed up June 2021- NEW business supporter
Mapped site(s) on 'Actions for Pollinators' - data mapping portal. YES.

UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?

We recently assigned significant resources to improve site bio-diversity at all 35 Residential building garden areas where possible. We started in August with the planting of wildflower seeds and created no-mow zones at 5 residential buildings which we look forward to see in full bloom in spring 2022!. We believe this will be 'wildly' accepted by all residents, employees and visitors alike. We will continue the programme with further planting out of wildflowers beds and no -mo zones moving forwards. We included our employees by offering free Irish Wildflower Seed bombs for their home gardens!

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?

We kicked off this year's AIPP Support internally by promoting and celebrating World Bee Day this year with a guest speaker at a virtual meeting and employee competition. We then announced our Support to the AIPP via Internal Intranet and continue to promote our support via installation of the pollinator badge in our email signatures. We also connected with various tree planting organisations and Charities exploring our options at community level.

3. What are your proposed pollinator-biodiversity action(s) for 2022?

- We are in the process of agreeing new landscaping contracts with our vendors to incorporate a commitment to support to our AIPP ensuring best practice going forward.
- We aim to Expand our no-mo zones and pollinator gardens to include additional buildings where possible.
- We aim implement a Resident Engagement Program which includes biodiversity communications and education across our portfolio.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES. AIPP commitment has been incorporated in the overall Sustainability Strategy here at IRES which is approved by the board.

5. Have you logged your HQ/site(s) on Actions for Pollinators? YES

125	Irish Cement Ltd. <i>(Limerick Works)</i>	Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have allowed a 2.5 acre meadow to grow wild next to our plant and we have also planted wildflowers within this meadow. We have seen this area flourishing with bees as well as other wildlife like butterflies. Several pots have been planted around the site with colourful flowers to entice the bees.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Awareness has been spread with our employees by sharing the companies joining of the All Ireland Pollinator plan with all staff at our weekly meeting and keeping them updated when things have been done. We also welcome any ideas they may have to help pollinators. We have also shared joining the plan on our social media platforms to increase awareness.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 our plan is to plant more wildflowers in different locations around the plant and will set aside at least 2 areas to allow to grow wild. Additional potted flowers will be added in various different locations around the site. Bee hotels are also due to be constructed by a local community group which when complete will be set up on site to entice more bees to the site. We also plan to communicate with our on site farmer on how he can contribute to the All Ireland Pollinator plan.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
126	Irish National Stud & Gardens	Signed up May 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Reduced mowing across all our sites • Planting of 500m2 of wildflower meadows. • Planting of 7 pollinator friendly patches of flowering bulbs 4 m2, which naturalise in grass across the site. • Eliminated the use of pesticides in our 2 main gardens Japanese Gardens & St Fiachra's Garden. • Length of native hedgerow planted/managed for pollinators (m) - 1000 m2 <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Engaging with local schools to supply pollinator friendly plants which were propagated on our site. • Pollinator Plan's farming guidelines promoted within supply chain (number farmers reached) - All staff notified. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Planting of ½ acre of native woodland

- Removal of docks and thistles from wildflower meadows.
- Reduce mowing across our sites.
- Planting of 20 m2 of pollinator friendly perennial beds.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. It's included in our company Sustainability Plan.

5. Have you logged your HQ/site(s) on Actions for Pollinators? IN PROCESS.

127

Irish Register of Herbalists

Signed up September 2018

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We created a natural wild flower and native herb bed. We reduced the mowing of all the grass areas. We are confident now that we have flowering plants/herbs all year round. We planted 400 new lavender plants called Lavendula Phenomenal.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are working on a new plan with all our herbalists and volunteers to increase awareness of the importance of identification of the various pollinators.

3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan to keep a log of the different bees that frequent the different herbs as we have observed why some bees will only go to certain plants. We intend to furnish a report on our findings.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. But this is a priority for us.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? With regard to World Bee Day on the 20th May, we plan to incorporate this day into our National Herb Week so that we can raise awareness among the public and our members.

St. Anne's Physic Garden has over 200 different herbs all flowering at various stages throughout the year. Our unique garden is constantly frequented by the various pollinators and this year in particular it has been a revelation to both the general public and our herbalists as we observed different bees of various sizes all going to different herbal plants within the garden. We replaced 400 lavender plants which had become very woody, with new Lavendula Phenomenal and our pollinators really love these new lavender plants. It is now early October 2021 and the St. Anne's Physic Garden is still busy and frequented by the various pollinators – from the last of the solitary bees, bumble and honey bees. We still have lots of herbs in flower from evening primrose, cornflower, soapwort, borage, Californian poppy, just to name a few, which are all drawing the various pollinators in. We are confident that we now have flowering plants all year round with our different variety of herbs and this should help provide nectar for the last of the straggler pollinators to the first visiting pollinators which we will be expecting early in the New Year.

128	Irish Tree Centre Ltd.	Signed up March 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
		
129	Jacobs Engineering Ltd.	Signed up September 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
		
130	Janssen Sciences Ireland UC	Signed up March 2018 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Expansion of the onsite apiary to include a 4th Hive as part of our long-term pollinator plan. We have eliminated any weed control using pesticides onsite and have opted for a more manual intervention for weed control. 3 large areas identified and cleared for planting of 36 mature trees. We have also set up a June in Bloom theme across our Campus to encourage other sites and those at home to plant pollinator friendly flowers. Grow your own garden given approval to commence onsite in 2022 a lot of scoping out and ground works has been completed in 2021 for this to happen. Installed 4 native Irish bee hives, Installed 16 bird boxes.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Internal communications board and large wall mural. Quarterly FM team updates include Bio-Diversity and Sustainability updates.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Implement Grow your own garden, Plant further mature trees around the site, wildlife cameras to be set up on our site. Expansion of the bird boxes and continue with our planting of pollinator friendly areas across the site.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
131	JCR Lenehan Ltd.	Signed up September 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have mowing across our family business members x3 homes adjacent to our farm. We have designated an unproductive zone on our Glen site which is approx.. 1.25 Acres which will remain so to allow nature to take its course in the area.</p>

We have also planted a range of pollinator friendly annual and perennial plants adjacent to onsite staff accommodation, and we have also purchased and installed a small bug hotel in this area also. We are unable to eliminate the use of pesticides on our farm for crop quality reasons but we consider and take every possible alternative action before each use.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? It was our intention to engage with a local school (just across the road actually) and support them with planting bulbs/shrubs on their property but due to Covid, all these intentions and plans were postponed.

3. What are your proposed pollinator-biodiversity action(s) for 2022? It is our plan for 2022 to restart the conversation with the local school to promote and support biodiversity as explained above and it is also intended to enlarge the bed area designated for pollinator friendly plants.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Partially yes, we document our measures in our continuous improvements meetings and as per Bord Bia requirements but as above and due to Covid, this has not progressed as far as we would have liked.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Yes, this is just the beginning of our efforts and plans. Given that we are a farm and an experienced one, we do not understand how hedgerows across farm lands are not widened and allowed to grow further nationwide. Any drive across country roads and you can see this. We believe this, along with the removal of hedgerows should be outlawed on agricultural land. Similarly, given the expense of trees and plants, and how important biodiversity/pollination is, we struggle to understand why there is no government incentive or grant available to farmers to encourage them to plant trees/plants. We believe that all the above should be strictly inspected and enforced by DAFM.

132

JLL Ireland

Signed up June 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced mowing across most of our sites. We have also planted a range of bulbs/shrubs in planters/pots and hanging baskets, installed bee hotels at a number of our managed buildings. We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary. We are also in the process of creating green roofs with additional pollinator friendly planters with an emphasis on encouraging pollinators to nest.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have partnered with an internal landscaper who specialises in installing and maintaining living walls and will be building these with a range of biodiverse planting to improve the air quality in our managed buildings for our tenants and staff.

3. What are your proposed pollinator-biodiversity action(s) for 2022? We are in the process of setting up a dedicated sustainability team within the business model who will champion the pollinator-biodiversity action that we have already undertaken and to increase this across the larger portfolio in the coming year.

	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, Global Company Strategy in place.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We have recently partnered with an established All-Ireland Pollinator Plan landscaping company and plan to increase our bio-diversity ideas across a wider section of our building portfolio next year to include outdoor living walls to cater for our wild bee species.</p>
<p>133</p> <p>Kennedy Wilson residential Clancy Quay</p> 	<p>Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? New area in phase 3 planted with pollinator friendly plants including grasses & lavender. Bug hotel ordered – delay in production due to Covid-19</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Certificate of participation posted on our Clancy Quay app.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have a very exciting suite of actions that we will carry out between 2022 & 2025. Installation of a Herb Garden in Phase 1 Installation of Herb planters in Phase 2 & 3 Planting pollinator friendly fruit bushes Planting nut bushes Improving the existing wildflower meadow Planting a lawn with crocuses (two different mixtures to bloom at different times). Installation of bird houses Sharing our Pollinator Plan with Actions & Progress on our Clancy Quay Residents app</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. The pollinator plan has been included in our CSR/ Sustainability plan. We have also integrated the Pollinator Plan into our plans for application for a WELL Certification for Clancy Quay.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No – will do so now.</p>
<p>134</p> <p>Keppel Data Centres</p> 	<p>Signed up March 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? During 2021, we reduced mowing at all our sites. At one location, we designated an area of 140 m2 as a wild flower meadow. This area was left un-mowed from April to October to allow natural wild flowers to grow and develop. We planted pollinator friendly flower beds at the same location which included alliums and lavender while carnations were enjoyed by the butterflies. At another location, we planted native whitethorn hedging along the perimeter to provide shelter for birds and wildlife and sources of food for insects, bees and birds</p>

	<p>during the late spring, summer and early winter. Over 800 Bluebell bulbs were planted to provide early nourishment for bees and insects 2021</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our organisation embarked on an active campaign to educate employees as to the small changes they can make to support our pollinator-biodiversity actions. We are active members of the DC's for Bees initiatives and have appointed a 'Bees Ambassador'. All employees participated in the awareness workshops called 'Bee the Change' which coincided with Global Bee Day. A Sustainability Committee is in place and employees are encouraged to suggest initiatives supportive of our global sustainability agenda.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Our plans for 2022 are ambitions. We are acquiring 25 orchards, each comprising 5 heritage fruit trees. These orchards will be planted in various homes, schools, charities, and nursing homes in south east Leinster. In future years, as the trees bear fruit, a count of the harvest will be provided to the National Biodiversity Data Centre to assist in their research.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Keppel Data Centres has integrated the Pollinator Plan into our Sustainability Strategy. It is an important component of our continual Sustainability Improvement Opportunity ideas. We will continue to develop our sustainability / biodiversity footprint across all our current data centres and any future DC's aligning with our commitment to enhance our environmental performance by acquiring ISO 14001:2015 Certification (Environmental Management) in 2021.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No not yet but we have sought out our account activation details and will update on receipt.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? As part of our Orchards project, in association with DC's for Bees, we have reached out to a number of schools, charities, nursing homes and other not for profits to share both the message of the importance of bio-diversity but also to include them and their locations in the orchard planting. This has permitted us to significantly expand the impact of the project geographically but also to build awareness and involve a broader audience in this very worthwhile endeavour.</p>
<p>135</p> <p>Kia Ora Mini Farm Ltd.</p> 	<p>Signed up July 2018</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted lots of flowers around the farm including heathers, lavenders, crocuses and invested in new planters to attract pollinators to the farm. We have reduced mowing in certain areas and allowed hedgerows to flourish. We have dedicated wild flower areas. Our forest is continuing to grow and be a huge hive of activity for insects, butterflies and bees and our bug hotels and butterfly hotels are full of life.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have put up posters giving them information on the importance of biodiversity and pollination. We have put a sign on areas that are being let flourish with insects and wildlife.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We want to continue with these actions and install more bug hotels, butterfly hotels. We have</p>

		<p>installed bat boxes, owl boxes, hedgehog boxes and other animal boxes around the farm also to encourage lots of different wildlife. We will continue to plant to ensure that there are flowers throughout all seasons.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
136	<p>Killaha Holidays</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Killaha Holidays continues to support the All-Ireland Pollinator Plan and will continue to take actions for wild pollinators in 2022.</p>
137	<p>Kilronan Stud & Equestrian Centre</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
138	<p>Kilsaran International</p> 	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Kilsaran continues to support the All-Ireland Pollinator Plan 2021-2025 and will continue to take actions in 2022 to support wild pollinators.</p>
139	<p>Kirby Group Engineering</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Supporting a local national school with the Orchards initiative.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Awareness to all staff of pollination awareness and promotion on company social media.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Working with more local organisations to promote pollination as part of our CSR policy.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes - we endeavour to educate each employee of their potential environmental impact, whilst carrying out their duties. We seek to minimise waste production, to encourage the recycling and reuse of materials where practicable, and to conserve energy where possible.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

140	Kleeman Tours 	Signed up September 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.					
141	Kohler Power Systems 	Signed up August 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.					
142	KRA Renewables 	Signed up March 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.					
<p>UPDATE 2021</p> <table border="1"> <tr> <td data-bbox="573 831 1524 957"> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We planted 250 metres of native Irish hedgerow, planted 50 native Irish trees in a reforestation project and implemented a “managed for wildlife” no-cutting policy across our business campus.</p> </td> </tr> <tr> <td data-bbox="573 957 1524 1121"> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have promoted the AIPP amongst our clients throughout the year, and have prepared numerous sustainability plans and policies for clients which focus on improving the biodiversity of their business premises.</p> </td> </tr> <tr> <td data-bbox="573 1121 1524 1251"> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are planning on undertaking a larger-scale reforestation project, replacing Sitka Spruce with native Irish broadleaf trees. We also hope to expand our sustainability and biodiversity business offering.</p> </td> </tr> <tr> <td data-bbox="573 1251 1524 1381"> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have integrated the AIPP into our own company’s Sustainability Policy and encouraged others to do the same. We are currently setting up ISO 14001 certification for our business and will include it here also.</p> </td> </tr> <tr> <td data-bbox="573 1381 1524 1415"> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do so now.</p> </td> </tr> </table>			<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We planted 250 metres of native Irish hedgerow, planted 50 native Irish trees in a reforestation project and implemented a “managed for wildlife” no-cutting policy across our business campus.</p>	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have promoted the AIPP amongst our clients throughout the year, and have prepared numerous sustainability plans and policies for clients which focus on improving the biodiversity of their business premises.</p>	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are planning on undertaking a larger-scale reforestation project, replacing Sitka Spruce with native Irish broadleaf trees. We also hope to expand our sustainability and biodiversity business offering.</p>	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have integrated the AIPP into our own company’s Sustainability Policy and encouraged others to do the same. We are currently setting up ISO 14001 certification for our business and will include it here also.</p>	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do so now.</p>
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We planted 250 metres of native Irish hedgerow, planted 50 native Irish trees in a reforestation project and implemented a “managed for wildlife” no-cutting policy across our business campus.</p>							
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have promoted the AIPP amongst our clients throughout the year, and have prepared numerous sustainability plans and policies for clients which focus on improving the biodiversity of their business premises.</p>							
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are planning on undertaking a larger-scale reforestation project, replacing Sitka Spruce with native Irish broadleaf trees. We also hope to expand our sustainability and biodiversity business offering.</p>							
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have integrated the AIPP into our own company’s Sustainability Policy and encouraged others to do the same. We are currently setting up ISO 14001 certification for our business and will include it here also.</p>							
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do so now.</p>							
143	Lagan Materials Ltd. 	Signed up September 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.					

144	Leahy's Open Farm	Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have just joined and we are only starting our journey of increasing our awareness to allow space for natural wild life and wild flowers to survive. We mowed the grass a little less often this summer and we didn't trim around the bases of trees and hedging as severely.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have started talking to staff members about our biodiversity plan to ensure that areas on the land are aloud stay uncut and unmanicured.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We plan on planting pollinator bulbs in the coming weeks for next spring and increase our wild flower area.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? No, we have just started but this will be incorporated into our sustainability plan for the farm.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
145	Limerick Enterprise Development Partnership	Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Reduced mowing by 15%. Protected existing pollinator habitats. Raised awareness with signage of pollinators. Pollinator Friendly zone (planted wildflower seeds and let grow wild).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Communicated with all our tenants our commitment and asked for support in our initiatives.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Add bee keeping to our property and continuation and grow all of the elements implemented in 2021.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
146	Limerick Self Storage	Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have continued to maintain a roundabout in Limerick City. The roundabout is planted with native wildflowers and pollinator friendly flowers. Increased pollinator-friendly planting in our flower boxes at the front of the building.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? None.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue the above and hoping to add some pollinator-friendly planting into a larger area at the back of the business park. We are also looking into planting a native tree for every customer we get in 2022. Currently in talks with some suppliers and possible locations for planting. Replanting on ground that was used for non-native trees and now cut.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>147 Little Green Growers</p> 	<p>Signed up May 2019 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Little Green Growers fully supports the All-Ireland Pollinator Plan 2021-2025 and will continue to deliver actions for wild pollinators into 2022.</p>
<p>148 Living Design Landscapes Ltd.</p> 	<p>Signed up April 2020 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Working with large commercial property company to develop wildflower planting in specific flower beds. We successfully completed our first installation in Stephens Green, Dublin area where we planted a large wildflower flowerbed in a courtyard area in March. We are now in the process of bed preparation for next year.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? I undertook a bee keeping course in with a view of getting a hive in 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Bee hive installation setup More wildflower planting More pollinator- biodiversity awareness with clients More design works to include biodiversity</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? TBC.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
<p>149 Lough Mardal Lodge</p> 	<p>Signed up October 2021 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? a) We implemented a 'don't mow, let it grow' policy in terms of all our surrounding fields, banks and verges apart from some wildstock grazing over the winter months and some light strimming along public</p>

	<p>walkways. b) There have been no use of any herbicides or pesticides across our 90 acre site, including the vegetable garden. c) Rather than plant wildflower/grass seed in areas that were dug up due to building works we have instead just waited for the earth to restore itself naturally with its own native grasses/wildflowers. d) In the vegetable garden we also allow certain plants to go flower in the early spring, eg kale, instead of cutting them down so that the pollinators can feed on them when there are still few other sources of nectar available at that time of year. e) We have been removing large thistles from the meadows to prevent them dominating.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We try to promote environmental awareness to our guests and regularly share information regarding the wonders of our precious bogland. As part of this we keep an online Nature Blog on our website and regularly post on social media (nearly 10,000 followers) with photos of sightings of various wildlife (including pollinators) and the numerous plants and wildflowers that grab our attention throughout the seasons. Also, in the Lobby area of our Lodge we have on display big Butterfly and Bee posters to help guests ID them, helping to educate and hopefully instill an interest in the species that are particular to this area.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To continue what we have already been doing in 2021. We are also in the process of organic certification for our farm which. In promoting this as part of our marketing campaigns we will work towards building awareness of the detrimental impact of herbicides/pesticides. We will start removing docks and thistles from the lakeshore verges to prevent them dominating (we have been doing this in the meadows, but not on the banks and verges).</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>150</p> <p>LPI Group</p> 	<p>Signed up June 2020 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? • Planted pollinator friendly container at our Head Office. • Supported the Host in Ireland Orchards Plan. We will be planting our orchard in the new year. Location still to be confirmed.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? • We plan to hold a training workshop on pollinators for LPI Group staff.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
<p>151</p> <p>Lufthansa Technik Shannon Limited</p> 	<p>Signed up June 2020 Mapped site on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Most planned actions postponed due to Covid-</p>

	<p>19, but a pilot gardening project did start in early 2021. Raised beds were constructed on-site using re-purposed materials found on-site. Soil is up-cycled coffee granules, shredded paper and donated chicken fertiliser.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Most actions postponed due to Covid, but to increase awareness with employees/colleagues a pilot gardening project was set-up in early 2021 – emails sent out to all staff encouraging them to join the group, come up with ideas for the future etc.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? No actions currently taken due to Covid.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Part of our EHS Management Programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>152a</p> <p>Maldron Hotel Newlands Cross</p> 	<p>Signed up March 2021 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal – YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have designated a new area (around 40sq m) for pollinating plants, we installed 2 bees hotels in the same area but unfortunately, they have been robbed and we still not replaced them. We have been growing herbs (mint/ sage/ rosemary/ thyme) in some pots around the same garden + in pots around the car parking in front of the Hotel. We also introduced a Wild flower seeds in to this area and they are growing great.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are showing our biodiversity actions on the Info Screen in the hotel lobby and in the hotel bedrooms. We checked how much we spent in printing paper during 2019 and donated the same amount to plant 5 trees.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Same action as this year and maybe do another pollinating garden in another part of the car parking.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, We are committed to doing a monthly clean up in the local area to promote growth of local wild flowers. We also support the local Tidy Towels by suppling an area for them to meet to improve the local biodiversity. We have recently achieved a Gold Award from Green Tourism Ireland for our work in the hotel.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>152b</p> <p>Maldron Hotel Pearse Street</p> 	<p>Signed up January 2021 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal. TBC.</p>

152c	Maldron Hotel Sandy Road	Signed up March 2021 – NEW business supporter Mapped site on ‘Actions for Pollinators’ – data mapping portal. TBC.					
							
152d	Maldron Hotel Shandon, Cork City	Signed up November 2021 – NEW business supporter Mapped site on ‘Actions for Pollinators’ – data mapping portal. TBC.					
							
152e	Maldron Hotel South Mall	Signed up December 2020 – NEW business supporter Mapped site on ‘Actions for Pollinators’ – data mapping portal. TBC.					
		<p>UPDATE 2021</p> <table border="1"> <tr> <td data-bbox="568 930 1518 993"> 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Roof Garden and Bee Hotels. </td> </tr> <tr> <td data-bbox="568 999 1518 1094"> 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In house communication with guest via website and advertising. </td> </tr> <tr> <td data-bbox="568 1100 1518 1163"> 3. What are your proposed pollinator-biodiversity action(s) for 2022? Re - plant, seed bombs. </td> </tr> <tr> <td data-bbox="568 1169 1518 1264"> 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes its apart of our green tourism assessment – Gold achieved this year. </td> </tr> <tr> <td data-bbox="568 1270 1518 1291"> 5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC. </td> </tr> </table>	1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Roof Garden and Bee Hotels.	2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In house communication with guest via website and advertising.	3. What are your proposed pollinator-biodiversity action(s) for 2022? Re - plant, seed bombs.	4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes its apart of our green tourism assessment – Gold achieved this year.	5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Roof Garden and Bee Hotels.							
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In house communication with guest via website and advertising.							
3. What are your proposed pollinator-biodiversity action(s) for 2022? Re - plant, seed bombs.							
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes its apart of our green tourism assessment – Gold achieved this year.							
5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.							

152f	Maldron Hotel Wexford	Signed up March 2021 – NEW business supporter Mapped site on ‘Actions for Pollinators’ – data mapping portal – YES.
		UPDATE 2021
		1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have installed a bug hotel, bee houses in the trees, bird feeders and planted herbs and flowers to encourage pollinators.
		2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Actions are communicated to customers via public area posters and to team on the team portal.
		3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to develop the external wildflower area and insect houses.
		4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes forms part of my Green Tourism Audit content.
		5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
153 & 154	Mannok Pack Ltd. & Mannok Build Ltd.	Signed up January 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.
 <i>(formerly Quinn Building Products and Quinn Packaging)</i>		UPDATE 2021
		1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We reduced moving and eliminated the use of pesticides. We also created a bare earth bank for mining bees.
		2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Honey from our hives has been distributed to our staff and a segment highlighting our involvement in the pollinator plan will be included in a forthcoming company newsletter. Signs have also been erected throughout our sites indicating areas “Managed for the pollinator Plan”.
		3. What are your proposed pollinator-biodiversity action(s) for 2022? We have identified a 7 acre site which will be managed for pollinators and which we hope will naturally transform into a wildflower meadow.
		4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Pollinator Plan Actions for the coming year are included in objectives and targets within our EMS.
		5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.
		7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? We have recently been awarded the Silver accreditation in business and biodiversity charter and the work that had already been done for the pollinator plan created a great foundation on which we were able to build upon and move forward with other biodiversity projects within the business to achieve this award.

<p>155</p>	<p>Mattest Testing Limited</p> 	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Nothing in 2020-2021 due to Covid 19 impact at Mattest Testing Limited. Aim to carry out actions in 2022.</p>
<p>156 & 157</p>	<p>McAuliffe Pig Farms</p> 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We reseeded our large pollinator patch with phacelia. The wildflower verges grew back with their perennials such as ox eyes. Other work within the farms includes incorporate more native wildflowers into the wild bird cover strips we sow and we also reseeded 14 acres with a multi species mix (10 different species). Over the 2020/2021 winter we planted up to approx. 700 native hedges and trees around the farms. We got in touch with a local beekeeper to offer a place to keep some hives and he installed them in September 2021.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continued posting information on all our social media channels. We applied for a grant on behalf of Knocknagoshel Tidy Towns so the Hen Harrier Project for a 'Biodiversity Action Plan' we wrote up for them, and we were awarded €3500. A lot of this will consist of pollinator friendly flower beds around the village. The seasonality will be extended, starting from snowdrop, crocus, mahonia and sarcococca in the winter, then the likes of muscaria, ribes and Bergenia in the spring, and then the likes of allium, periscaria, monarda, leucanthemum, lupin etc in the summer, and then aster, rudbeckia, viburnum, salvia etc</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will continue to work with both Knocknagoshel Tidy Towns and Castleisland Tidy Towns and offer them support and assistance. Castleisland Tidy Towns have given us an area along the River Walk in the town to manage and turn into a biodiversity area. The large pollinator patch will once again be reseeded. We will incorporate more pollinator friendly planting by constructing new flower beds. Over winter 2021/2022 we plan to plant more native hedging and trees. There a new native hedge of hawthorn, spindle, hazel, guelder rose, crab apple and bird cherry to be planted along an area which is currently electric fencing. Similarly there is a new earthen bank we plan to construct along a farm roadway which will also be planted up.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? It is certainly part of our overall sustainability strategy but we don't have this formally written up.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>158 a&b</p>	<p>McDonalds Franchisee Tralee & Killarney</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>

<p>159</p>	<p>Medite Smartply</p> 	<p>Signed up November 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We reduced the mowing and developed a clover lawn and a wildflower meadow; increased pollinator-friendly planting; placed a bee hotel, drilled holes in wood, have a permanent earth bank and maintained hedgerows for pollinators. We also reduced the use of herbicides and pesticides</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We raised awareness with our employees through internal communication and provided a bee hotel in our local community.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will continue and expand on above actions and increase employee and community engagement.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/Sustainability/Biodiversity Strategy? Yes it's integrated to our Environmental Management System objectives.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>160</p>	<p>Medtronic Athlone</p> 	<p>Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>161</p>	<p>Mercury</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have taken the action to include Pollinator friendly flower like lavender, salvia & dahlias in the flower beds around our head office. We are committed to plant one of the 5no. tree orchards as part of the "Orchards in the Community" in the grounds of our head office. We have provided some pollinator nesting habitats in the locality to assist the bees & insects. We have also requested that our gardener abstain from using Pesticides & chemicals when working on the grounds around our office.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have: 1) Communicated the All-Ireland pollinator plan with our staff & families through our internal Yammer network. 2) Signed up to the "Orchards in the Community" program to deliver and plant 25no Orchards in various locations such as local schools, nursing homes, Men's Sheds & Cancer Support centres in Nov '21.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are: 1) continuing with the second part of the "Orchards in the Community" program by delivering & planting a further 25no Orchards in Feb / March '22 in community locations and providing the option for our staff to avail of an Orchard for their own</p>

	gardens. 2) We will include a biodiversity section in our responsible Business plan titled “Our plant, Our Duty” which focuses on sustainability & protecting the environment.
	4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes, as stated above Mercury will include a biodiversity section in our responsible Business plan titled “Our plant, Our Duty” which focuses on sustainability & protecting the environment. This is signed off by the Board in Mercury and the implementation of the plan falls under the leadership of Jo-Ann Garbett who was recently appointed Group Sustainability Director. Jo-Ann has been working closely with Mercury’s sustainability champions and other key stakeholders to lay the groundwork for taking our sustainability ambitions to the next level.
	5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Added and updated.
<p>162</p> <p>Merit Medical Ireland Ltd</p> 	<p>Signed up May 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? On 12th May 2021 Merit Medical engaged Employees across all 3 shifts to help plant our new 350m2 Wildflower Garden. We planted a mix of Wildflower seeds and created a Grass pathway all around the perimeter. We received a resounding positive response and participation from Employees across the business and our Wildflower Garden begun to bloom in July 2021. Since Blooming our Employees have walked around this track for lunch breaks and have really enjoyed the new space created and the wildlife it has attracted including Bees and Hover Fly’s.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We conducted a 2-Day <i>World Earth Day</i> campaign in April 2021 which included: Environmental Awareness presentations and information; Energy Awareness; Quiz Time for Employees; Promotion of AIPP and for Employees to Pledge their Gardens; Biodiversity Competition to encourage Employees to enter pictures of their Biodiversity spaces created in their own homes; We have communicated to the IDA regarding our Biodiversity Garden to encourage a walk of our area and promotion to our Neighbouring business to also become business supporters of AIPP.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Map and Track - Map the physical site Transect walk. • Reduce the frequency of mowing of grassy areas. • Install a bee hotel. • Install Bird Boxes. • Reduce the use of pesticides. • Purchase 2 recyclable plastic benches for the area - One for memory of all our past loved ones and for mindfulness space. • Signage - Large in the Garden area facing the road to promote Merit being an AIPP Business Supporter. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes, it is one of our Objectives of our ISO 14001 Strategy for 2021 and we have signed up to be a business Supporter for 2021–2025 and put a 5 year Biodiversity plan in place.</p>

	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. We have just mapped our HQ and our 3 Biodiversity spaces across the Merit Medical Site in Parkmore.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? In 2021 Merit Medical participated in "The National Spring Clean" which included a Litter Pick Across site and promotion to Employee to conduct a Litter pick at home by supplying them with a litter picking kit including Bags and Gloves and a Hi-Vis vest.</p>
<p>163</p> <p>Mitchell McDermott</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 No Actions taken due to Covid.</p>
<p>164</p> <p>Mitie Facilities Management Ireland Ltd.</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>165</p> <p>Mondelez Ireland</p> 	<p>Signed up December 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Over the course of 2021 Mondelez Ireland have made significant pollinator-biodiversity changes to the grounds of the Cadbury Coolock site. The site has evolved from a manicured parkland setting to a more naturalised setting with over 8 acres of land transformed from mowed lawn to managed meadow. Mondelez have assigned significant resources to improve site biodiversity with the planting of 60 native pollinator-friendly trees, 6000 native shrubs and 6000 flowering bulbs. We believe we have universal acceptance and appreciation for these changes from company staff, management, business partners and visitors.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The 2021 biodiversity plan was communicated to staff through a series of poster campaigns and email communications. Staff are engaged at a local level with discussion and feedback. Much positive feedback has been received.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to continue the programme into 2022 with planting out of wild flower beds and the</p>

		<p>installations of small bird nesting boxes. Several wild flower beds will be planted out. We will continue with reduced mowing/cutting to encourage natural wild flower development. Mondelez will increase Employee Engagement both in the enjoyment of the changed landscape but also in directing future improvements.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Biodiversity is an integral part of the site development programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N.A.</p>
166	<p>Mo Bhia Duit</p> 	<p>Signed up January 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Mo Bhia Duit continues to support the pollinator plan fully.</p>
167	<p>Monsport Ltd.</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have built a bug hotel and also designated a large chunk of land at the back of our glasshouses not to be interfered with so that wild flowers, and different kinds of animals (pheasants, frogs etc) can thrive.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have greatly reduced our chemical usage in 2021 with Biodiversity and sustainability in mind.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? I plan to build pollinator beds adjacent to our glasshouses, I am also playing with the idea of building a pond so to add an open water source for our ecosystem.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? NO. Not yet (review will take place next month and plan to include it).</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? Yes, we have done this earlier this year and are focused on achieving our 2022 Pollinator actions.</p>
168	<p>Mosney Village</p>	<p>Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p>



1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced mowing throughout the Village. Mark Mooney the Landscape Gardener manages all initiatives. The latest initiatives are as follows. We introduced a substantial spiral in one of the lawned areas over the course of Summer 2021. This is growing well and is attractive to families on nature walks and for promoting biodiversity. We have left large areas unmown on the entrance green and have created pathways through the long grass for children and families to explore. A range of new AIPP signage is in place. We are managing our hedgerows to allow for bee nesting and early spring flowers. We have also planted a range of bulbs/shrubs in planters/pots and hanging baskets including Bidens and Bacopa. We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary. Pollinator Workshops were held during the summer to teach our multicultural residents the importance of Pollination as they start their new life in Ireland. We ran a billboard campaign entitled “Sowing the Seeds of Integration” as a way of sponsoring and promoting the AIPP. We were honoured to welcome Dr Una Fitzpatrick to Mosney Village to oversee one of the workshops and to see the latest initiatives in place. Finally, we entered the Pollination Category of the Meath Pride of Place Awards and are awaiting the judges’ decision at time of writing, September 2021.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The Mosney Village Community Coordinator created posters and flyers to start the awareness amongst residents of the importance of Pollination and to encourage them to join in the summer workshops. All office staff at Mosney Village changed their signatures on their email accounts for the summer months commencing on National Bee Day. The image was the artwork from the billboard campaign entitled “Sowing the Seeds of Integration”

3. What are your proposed pollinator-biodiversity action(s) for 2022?
- Continuing with AIPP initiatives on the South side of the Village. Continued training and awareness of the importance of Pollination, taught through the adult Horticulture Class in the LMETB Mosney Village Education Quarter. Creation of a Mosney Village Orchard.

4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.

5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. We are currently in the process of doing this.

7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? We plan on further resident involvement and awareness workshops. Awareness to staff members of Mosney Village regarding what they too can do in their own gardens
Following the guidelines and ongoing AIPP advice throughout further areas of Mosney Village.

169 **Mountlucas Wind Farm**
Bord Na Mona

Signed up December 2020 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.

UPDATE 2021

	<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Bord Na Mona is currently building a Sensory Garden at Mountlucas Wind Farm. This area is for everyone to enjoy but primarily for children and adults with sensory needs to come and enjoy their visit to Mountlucas Wind Farm. This area is for contemplation and awareness of their surroundings and to be at one with nature and wildlife. Due to open in spring 2022.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Opening of the new sensory garden at Mount Lucas wind farm.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? TBC.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>6. N/A</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Mount Lucas windfarm (Bord Na Mona) continues to support the All Ireland Pollinator Plan 2021-2025 and will be taking further actions for wild pollinators in 2022.</p>
<p>170</p> <p>Moy Park Ltd.</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 we began on our journey to enhance biodiversity on our sites and are working towards achieving the BITC Biodiversity Charter. We have begun by reviewing the existing habitats that we have on our sites and, working with the Ulster Wildlife Trust, looking at ways in which we can enhance them. We have altered our mowing regimes and are looking at planting for spring and summer flowering. We have also been looking at options to use surplus packaging and pallets to create bee hotels, as well as bird and bug boxes.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We send out weekly communications to our teams on key sustainability messages, including the benefits of protecting and enhancing nature and protecting pollinators. We also share details about the work that we have been doing on our journey to achieving the Biodiversity Charter. Our corporate induction policy has been updated to include biodiversity responsibilities, both at work and at home.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will investigate options to turn areas of our sites in to wildflower meadows, options for planting for pollinators and continue to engage with team members around enhancing biodiversity.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? NO. Planned for 2022.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N/A.</p>

171	MOY, Roof Waterproofing System Specialists	Signed up November 2020 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		
172a	MSD Ballydine	Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
 MSD INVENTING FOR LIFE		
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have greatly reduced the amount of grass being cut onsite and have set aside a substantial area to allow for natural rewilding. It was amazing to see the quantity and variety of wild flowers growing in the site lawns this summer. A comprehensive site wide Biodiversity survey (188 Acres) was completed over the last few months. The final report is to be presented to MSD Ballydine by mid October and this will recommend actions to promote and protect site biodiversity and pollinators.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our participation in the AIPP was communicated to site personnel via TV screens and interactive newsletters. This included links to the educational materials on the AIPP website. We have set up a sustainability forum and biodiversity is a key aspect. An employee has offered to help install bee hives onsite as a result of the forum. The site also signed up to Grow it Yourself (GIY), which is available to all employees. GIY hosted online talks regarding the planting of pollinator friendly plants, rewilding and the key role bees have in the overall ecosystem.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? The actions for 2022 will be decided upon receipt of the Biodiversity report. Actions will certainly include community engagement and awareness programs.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES. The site has an environmental sustainability strategy and Biodiversity is one of the 4 pillars of the strategy. The Pollinator plan was integrated into this and used to implement changes to mowing practices onsite.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Data to be updated on receipt of the Biodiversity report.		
172b	MSD Biotech	Signed Up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
 MSD INVENTING FOR LIFE		

172c	MSD Brinny, Innishannon	Signed Up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Since joining the AIPP in May 2021, we have increased planting of biodiversity friendly flowers, shrubs, and trees in two areas across site. A bank has been planted for wildflowers. Pollinator friendly practices were implemented this year with reduction in cutting back naturally occurring wildflowers around the site fence line. This enabled flowers to grow throughout the summer and provided important food for pollinators.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Protecting and improving Biodiversity has become a focus on site and is now part of the site sustainability strategy. Employee awareness of the biodiversity friendly practices and initiatives planned have been communicated at all levels in the organisation. The AIPP newsletter is shared with colleagues on the site intranet. We have begun engagement with company who specialise in Biodiversity work with companies, schools and charity organisations to develop a biodiversity strategy for the site.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Development and implementation of a site biodiversity strategy as part of the site's sustainability goals. In 2022, areas on site will be identified for the implementation of further biodiversity friendly actions. Communications and opportunities for employees to get involved in activities on site will be a focus in 2022 once restrictions are fully lifted.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Not Fully yet – but in 2022 the site will look to do this in line with the Biodiversity Strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>
172d	MSD, Carlow	Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021</p> <ul style="list-style-type: none"> • In April of this year MSD Carlow signed up to the AIPP as an Official business supporter. During this time we have established a Biodiversity Team from varied functions across site, including our canteen. • Our catering partner at KSG have also signed up to the AIPP and Origin Green simultaneously! The team have worked together on multiple initiatives which have been collated and sponsored by the Senior Leadership Team onsite. • We obtained a baseline survey of the site to determine how 'biodiverse' the grounds of the business are. • This has assisted us in identifying areas for protection (Action 1) which include much of our native planting as well as an existing long flowering meadow (Action 3). Furthermore, it allows us to develop a new planting scheme in line with the AIPP across identified areas for development. One of these is our newly sown Wildflower meadow (Action 9) which was planted in September with locally sourced seeds and bulbs (Action 6), this will replace an existing manicured grass lawn. • Biodiversity and Sustainability have been key communications at MSD Carlow in 2021. The AIPP newsletter is shared with employees each month (Action 18) and they have also been engaged through the 'Grow it Yourself' initiative which ran

across all MSD sites in Ireland. The MSD network also continue to engage employees through our 'See Green be Green' sync page.

- Over the next year we will continue on our journey as a company to promote Biodiversity onsite and amongst employees at MSD Carlow.

173

Muff Honey



Signed up April 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

- Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** In 2021 here in Muff we have 40 fruit trees planted and in among them I have 8 bee hives. Surrounding the orchard/apiary I have planted a pollinator hedge that consists of Buddleia, fuchsia, acacia, willow, elder and flowering currant. I have a large herb border to the other side of this where we have planted hundreds of thyme, lavender, sage and mint which we have left all go to flower for the pollinators. Across from that bank I have sown a long row of calendulas, borage, phacelia, nasturtium. Between the orchard/apiary we have hundreds of crocus and snowdrops planted for springtime foraging. We have also not mowed our lawn all year so we have left all the clover emerge as well as some very small flowering plants emerge that we have not noticed in previous years.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Indoors at the base we continue to promote biodiversity on our online forum to our customers and followers where we post our efforts to attract more pollinators to our Apiary site with photographs and text. We have contacted most farmers in our area asking them to please leave their hedgerows grow wild so to feed the pollinating insects of the area. One local farmer has joined a national biodiversity scheme where he has planted 4 acres of phacelia, mustard and borage and he has let me place some more beehives on his land.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** For 2022 we aim to continue planting more perennial pollinator plants and to strengthen the colonies of bumblebees and butterflies to our area. We will be extending our herb beds also because we found that the flowering herbs are very beneficial to the health of pollinators.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy?** Yes, every action we make here at Muff honey we strive in our actions to include the pollinator plan. Our honey customers have agreed to plant more pollinator friendly plants also.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** Yes we have logged in and now mapped Muff honey into the actions section.

174

Murphy Ireland



Signed up November 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators', data-mapping system. TBC.

175	Murphy's Supervalu, Kenmare	Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators', data-mapping system. TBC.
		
176	Nektr Technologies Ltd.	Signed up September 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators', data-mapping system. YES.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have designated our hedgerows around the carpark for pollinators.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Discussions with staff around what further actions we can take for next year.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have ordered and will plant bee-bomb seed mixtures in the areas in our parking lot.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Nektr technologies only joined the All-Ireland Pollinator Plan 4 weeks ago. We plan to integrate it into our biodiversity strategy but have not yet done so.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Nektr's technology A3IS has profound protective effects against common bee viruses, hive pathogens and pesticide exposure by a validated upregulation of a bee's immune system by over 200%. Nektr has been involved with research projects in this area with Maynooth University, Penn State University and is currently working with a bee health expert from the University of Florida.</p>
177	Newbridge Foods Ltd.	Signed up May 2017 Mapped on 'Actions for Pollinators' – data mapping portal. YES.
	Newbridge Foods Limited	<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? No mowing across our site in May to let dandelions grow and bloom. Installed 2 more beehives to bring the total to 6. Have looked into the feasibility of installing a bee hotel on site separate to the bee hives in place. We have eliminated pesticides on the site except for spot spraying when absolutely necessary.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Information on biodiversity since we signed back up during the year on a communication monitor in the staff canteen, which is on a continuous loop.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To install a bee hotel as stated in point 1 above and to continue the measures already in place.</p>

	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have integrated the pollinator plan into our biodiversity strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES we have.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N/A</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are continuing to embed the actions in place for the past few years and hopefully introduce more where possible such as a bee hotel in 2022.</p>
<p>178</p> <p>Northstone Materials Division</p> 	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have implemented action 5 and 6 of the 'Businesses: actions to help pollinators' by recycling old lorry tyres to make pollinator friendly planters. The bulbs planted include Crocus and Grape Hyacinth with pansies and violas to add a bit of colour to these colder months. We have also applied for a grant that will enable us to plant substantial woodland on several of our sites with the stipulation that pollinator friendly trees are included in the plant. We are also installing a working honeybee hive at one of our sites with scope to extend this project if successful. The use of pesticides has also been eliminated (except for spot-spraying where necessary).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Creation and installation of pollinator friendly zone signage.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to satisfy action 3 and/or 4 of the 'Businesses: actions to help pollinators' by designating areas at site entrances that are suitable for either a long-flowering meadow or clover lawn. We also plan to increase our community engagement in the summer by hosting pollinator school days (action 17.5) and deliver pollinator info sessions/posters to our staff (18.1).</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. We have included contribution to the Pollinator Plan in our objectives and have plans to include several Pollinator Plan actions in the update of our Biodiversity Action Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Yes. We intend to register our projects on this system in the upcoming weeks.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are hoping to create a biodiversity trail through the woodland at one of our sites where we can invite local school/community groups and host biodiversity/pollinator days. We are keen to continue our contribution to the AIPP and are excited for the unique projects and collaborations that we have coming up in the new year.</p>
<p>179</p> <p>Novokem</p>	<p>Signed up November 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>



UPDATE 2021

Novokem - the first business on the island to sign up to the All-Ireland Pollinator Plan in 2016 continues to deliver extensive actions for pollinators and is delighted to give ongoing to support to this biodiversity initiative delivered by the National Biodiversity Data Centre.

180

NTR



Signed up April 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** In NTR's first year signing up to the All-Ireland Pollinator Plan our first initiatives included the planting of several Irish "Bee Bombs" that result in the growth of pollen rich, insect friendly flowers. Staff planted these in their gardens after we had a pollinator awareness session during our Staff Strategy morning back in March. Staff were very keen to make their gardens pollinator friendly. Additionally, a number of Irish wind farms were "adopted" by NTR members of staff as "Pollinator Parents". In the coming year they will identify site specific tasks on each of their wind farms to promote the enhancement of habitats for our pollinating insect friends, consistent with the newly published wind farm pollinator guidelines in Ireland. NTR's 'Pollinator Parents'.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** NTR has an action plan in place whereby the "Pollinator Parents" identified specific sites and will implement some pollinator objectives at those sites.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** In the coming year some of the actions NTR will implement is to eliminate/reduce pesticides on hardstands at various sites and plant pollinator friendly seeds on/at/nearby the hardstands. We will also protect what we have by cordoning off pollinator friendly habitat and add signage at sites to promote awareness.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy?** No, but NTR is attempting to establish impact by being part of the Nature+ Biodiversity study. Teevurcher one of NTR's sites has been included in the Nature+ biodiversity study. The purpose of the longitudinal study is manifold but includes the development of a "natural accounting" process, development of verifiable automated biodiversity measurement tools (recording birdsong, insect density, pollinator activity etc). The ultimate aim is to provide wind farm developers with a toolkit of biodiversity initiatives to transform environmental impact to environmental enhancement wherever wind farms are built.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** YES.

181

Nurse a Tree Ltd.



Signed up April 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

182	O'Donnell Furniture Makers	Signed up June 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/141rganization taken in 2021? We have reduced mowing across all of our site. We have delivered a range of actions including: designated area to create a natural wildflower meadow through reduced mowing, managing our hedgerows and shrub patches to allow for bee nesting and early spring flowers. We have also planted a range of bulbs/shrubs in planters/pots and hanging baskets, and we have resident wild bees! We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/141rganization taken in 2021? We are: (a) starting to have the conversation with our farmer suppliers as to how they might engage with the AIPP. (b) sponsoring the planting of bulbs/shrubs on the land. (c) engaging with a couple of local schools to sponsor the printing of the Junior Pollinator Plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? (a) Continue the removal of large docks and thistles from our developing wildflower meadow to stop them dominating. (b) Our employees are setting up a Biodiversity Committee which our business will support.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We are working on a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which the Board are playing a significant role also and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. We will do so immediately.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are really excited as in 2022 our Biodiversity Committee is planning: (i) to celebrate World Bee Day on 20 May (ii) The committee is also engaging with Tidy Towns on behalf of our business to sponsor an Ecological Corridor in our local town. (iii) we are going to progress the idea of setting up an Ecological Trail on our site to then be able to invite local schools as part of a STEM/pollinator project.</p>
183	OCG Spares	Signed up November 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		
184	Olly's Farm	Signed Up January 2019 Mapped on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> Increased my number of beehives to 200+ across South Dublin and North Wicklow, now with 17 different apiaries.

	<ul style="list-style-type: none"> • Encouraged the landowners where I keep my bees to be more environmentally friendly. • One farmer is not cutting his boundary hedges back every year. • Fenced off another 300m2 of land on my farm in March 2021 and plants 30 native trees and shrubs and the plan is to let it rewild itself once the trees can fend for themselves. • Added additional bat boxes. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • For world bee day 2021 I recorded an Instagram live with Teelings Whiskey Distillery where I keep 10 beehives on their roof. We discussed the importance of pollinators in our environment and how everyone can do their bit. I also guided the audience onto the pollinator website. • I took part in a documentary in Powerscourt Estate called Bugs, Bees and Native Trees. As part of the documentary, I was interviewed about the importance of all our pollinators not just honeybees. I again mentioned the national pollinator plan and encouraged everyone to visit the website. Prior to the documentary being created, I spoke with Holly Micklem and advised her to reach out to Una Fitzpatrick for some advice. • I hosted 3 farm walks in 2021 on behalf of the Farming For Nature initiative where member of the public visited my farm for a 2hr walk and talk around my farm. They got to see how I have made my farm a haven for nature and biodiversity while also keeping beehives. They were a mix of farmers and general public. I always refer people to the pollinator website to see what they can do. • Several mentions of the pollinator plan across my social media. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • For 2022 I want to get my barn owl box and one of my beehives installed with a live camera (these are all depending on getting fibre installed by the proposed February date). • Taking part in more farm walks for both Farming For Nature and private tours and beekeeping experiences I do though AirBnB. • Continue to plant more native trees and shrubs on my little smallholding. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? I don't have a specific strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Not yet.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Really excited to take part in more farm tours in 2022 and show everyone my little farm and what I've done for biodiversity. It's something during 2021 that I enjoyed a lot and found it a great way to show people how important biodiversity is and how everyone can do their part be it an individual or a big organisation. I'm hosting a farm tour at the end of November for a private company that loves what I'm doing and wants to show their staff by taking them on a trip to my farm.</p>
<p>185</p> <p>Orsted (formerly Brookfield Renewables)</p> 	<p>Signed up December 2020 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 We have introduced a new Environmental Management Plan this year. Key commitments include:</p> <ul style="list-style-type: none"> • cutting hedgerows and verges no more frequently than every 3 years,

- minimising the use of herbicides and pesticides, and protecting certain areas from any application of these products.
- Identifying, mapping and managing areas on each of our sites that will be protected pollinator areas.
- Annual budget commitment to the provision of pollinator areas, bee hotels and other initiatives to encourage bio-diversity.

186

OURganic Gardens

Signed up December 2020 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.



UPDATE 2021

- | |
|--|
| <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted native wildflower species throughout our gardens. We integrate flowers and companion plants into our vegetable growing areas. We have saved seeds from these wild flowers.</p> |
| <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have started to work on a information leaflet -and signage that will be displayed early 2022.</p> |
| <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?
To plant more wild flower areas in the garden. To plant more pollinator friendly trees to include a new apple orchard at the garden. To have welcome signs and information throughout.</p> |
| <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? No but we would be very interested in having a biodiversity strategy ! will look into this.</p> |
| <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> |
| <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We want to do more work on this and promote the AIPP in or community.</p> |

187

Peter Cuthbert Horticultural Services



Signed up October 2018
Mapped on ‘Actions for Pollinators’ – data mapping portal. TBC.

UPDATE 2021

It seems yesterday but in fact its 42 years ago since I began developing my garden 0.405 hectare as a resource for pollinators, it was a bare field of grass and rushes, now it's an amazing range of habitats, native hedges, masses of willows, lots of native trees, native honeysuckle for evening pollinators, wild flower meadows, stick piles and then of course the trial grounds in which each year a wide range of plants are grown to see what's liked by pollinators, at what time of the year, checked on daily basis and photographed.

Seems a lot of work, my response so what if it helps pollinators. All information is made available and uploaded to my Facebook page Pollinator Plants by Month. Just imagine how land associated with an industrial unit, shopping centre, garden enterprise, can be adapted as a resource for pollinators using the proactive free guides available on pollinators.ie.

In 2015 I was given a challenge by National Biodiversity find summer flowering plants for planters, hanging baskets which are pollinator friendly, Three years later in 2018 and after extensive trials two key plants Bidens and Bacopa were launched being attractive to Bumblebees, Hoverflies, Honeybees and Butterflies. The work continues and currently a wider range of possible plants for pollinators is being examined.

As the climate changes so does the flowering time of native plants, in late winter early spring Salix – Pussy Willows a very important bush/tree flowers from March –May, provide pollen and nectar for Queen Bees as they wake from hibernation. Wetter milder winters mean Willows are flowering earlier, so I have being selected early flowering willows and starting to propagate them to form stock plants, as a resource for future generations of insects

Hope you all have had the opportunity to download and read the new All Ireland Pollinator Plan 2021—2025. in summary it’s a Call to Action page 26 Action 32 outlines Pollinator Trails, in essence creating linkages of habitat. In process of developing trails with Gannon Homes as part of their approach fostering biodiversity and supporting pollinators in association with housing developments.

188

Pfizer Grange Castle

Signed up June 2020

Mapped on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.



UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We have installed an Apiary consisting of two native Irish honey beehives from which we have harvested 50lbs of pure natural Grange Castle honey which will be provided for colleagues to use in our canteen. We have also used the beehives for awareness and socially distanced introductory tours on Beekeeping open to all colleagues on site. We have reduced mowing across the site, installed two Bee/Bug hotels and we have also eliminated use of pesticides on site.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We are raising awareness on site through Biodiversity and Sustainability ‘lunchtime’ talks with guest speakers which are open to all colleagues on site. Also marked world bee day by holding an internal competition to name our Beehives and the winners were ‘Malahive Castle’ and ‘Beverly Hills Hotel’.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** Wildflower planting around the site perimeter, extension of the reduced mowing to include more areas around the site, Planting pollinator Bulbs, another Bug/Bee Hotel. Also, proposal to install some Bee Conservation boxes (honeybee lodge & solitary bee lodges).
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy?** YES. We have generated a 5-year Biodiversity Strategy/Plan which incorporates the All-Ireland Pollinator Plan and represents the Biodiversity Pillar as part of our overall Sustainability Strategy.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** NO. Tried to load data however MAP not loading on website so unable to do. Will return to site again in few days to retry.

189

Pilgrim’s Food Masters Shillelagh

Signed up August 2021 – NEW business supporter

Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.



UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Small review of site has taken place. Next steps is to highlight steps to be taken, plan to
 1. Plant Pollinator Friendly Bulbs – November

	<p>2. Continue with hay meadow – introduce steps to continue annual cutting. 3. Setup meeting with landscape managers to maintain longer time between mows.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Plan to launch volunteer programme – during mental health week on site.</p> <p>1. Will include printouts for staff to take home. 2. Have some pollinator education pieces on display 3. Set-up AIPP group on-site to roll out action plans for 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We don't have an action plan for 2022 yet. Will have one completed by 31/12/2021.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. HSE manager is on the AIPP Launch team.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? No. Yes plan to incorporate into Targets for 2022.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Just starting out on this action plan. 2022 will complete a range of actions once the team is in place.</p>
<p>190</p> <p>Powerscourt Estate</p> 	<p>Signed up November 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>191</p> <p>Portsalon Luxury Camping</p> 	<p>Signed up December 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Ongoing support for the All-Ireland Pollinator Plan 2021-2025.</p>

192	Print Solutions 	Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We were limited in outdoor space, so we redeveloped 2 areas that had grass and some flower bedding and developed an outdoor walkway into 3 pollinator friendly flower beds. The 3 beds now consist of 150 pollinator friendly flowers. Pictures will be uploaded to our site map tomorrow.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have only started our journey with a few internal messages about the All-Ireland Pollinators Plan, including a post that was sent internally to our staff and externally to our customer base spreading the message about No Mow May, Bee Hotels and an introduction and the link to www.pollinators.ie . We have only opened our doors again to walk in customers where they will see your logo in our window, which will hopefully increase interest.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? We are going to make / purchase bee hotels and insect hotels for our new flower beds. We are also going to try and get more of our staff involved and encourage them to try and set up pollinator friendly gardens with wildflower etc (depending on garden size), they will have access to our gardener when on site for tips on how and what to grow. We will also continue to spread the word internally and externally with our own updates and posts through our own monthly newsletter. We may also look at increasing wildflower in pots. As part of our sustainability model with work a particular school in Dublin, so we may look at sponsoring an expert to do visit this school. We are looking at ways to take back our product sold to customers so we can ensure the goods are recycled / reused, which will reduce landfill and help biodiversity.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. Our sustainability journey was put on hold because of Covid. We restarted the journey again this year and the first major project was to turn what land we have into a pollinator friendly garden. Second was to install electric charging points on-site as we will eventually change all company cars to electric.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. We have just mapped our 2 sites that are in 2 separate estates but are adjacent to each other, and added pictures of work carried out.		
7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We were limited in outdoor space, but I think we have created some food for our pollinators with our 3 beds. Besides giving them a home to sleep in for 2022, we are limited to what we can do outside. Our main aim for 2022 is to try and spread the message internally to see if we can get a decent % of our 50 staff members to a little to help our pollinators and encourage our customers to join the All-Ireland Pollinators Plan.		
193	Pritchitts – A Lakeland Dairies Company 	Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to maintain 4.8 acres of woodland adjacent to our facility for the benefit of pollinators.		

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We continue to provide literature and material concerning biodiversity in communal areas around the facility.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We propose to integrate biodiversity commitments into the revision of our current Prosperity Agreement with the government during 2022.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, it is integrated into our EMS improvement programme.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>194</p> <p>Radharc Landscaping</p> 	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The grounds around our base we reduced lawn mowing to out edge of lawn to create meadow grass area in centre space. Increased pollinator friendly perennials species to existing borders. Removed some native growth to create habitat nesting pockets along stone wall boundary also heaped small mounds of topsoil to create earth banks. Also nesting boxes on some trees.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Raising awareness will our clients, our landscape design proposals both private & commercial emphasis the importance of biodiversity, planting palettes include native species and pollinator friendly planting. Encourage to reduce mowing regimes and increase wildflower/meadow grass areas. With planning applications advice clients of Galway City Council Technical Guidance Note2 the planting schedules must be included on all planning drawings. In our Plant Centre we have a Pollinator Friendly collection of plants with posters informative posters etc to teach and encourage the importance of bees etc.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to encourage native tree and hedge planting with private and commercial clients. Continue to reduce mowing regimes. Continue to reduce pesticide control. Continue to inform our customers in the plant Centre the importance of pollinator friendly planting. Expand our production of pollinator friendly species that will thrive in the west of Ireland.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes we have completed a Biodiversity Strategy incorporating pollinator friendly planting at and HQ.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. No not yet but will do.</p>
<p>195</p> <p>Rathbornes 1488 <i>(formerly John G. Rathborne Ltd.)</i></p>	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We don't have huge opportunity as there is very little green space on our plot. However, we have planted some bulbs in the space available to us and some potted plants and flowering plants.</p>



<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? This is where we do most of our work. We launched our Botanical Bee Collection in 2020 and have used it to raise the awareness around bees and the All-Ireland National Pollinator Plan. This includes email posts to our subscriber lists and Instagram and Facebook followers. We offered 20% off our collection for International Bee Day and International Biodiversity Day and will post again for International Habitat Day in October.</p>
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022, we will increase our communications further and add information on our new website which will go live in October 2021. In addition, we will look at the possibility of building a bee hotel on our site although it may not be practical at present due to lack of space away from buildings and doorways. I would love to work with you in offering a sachet of wildflower seeds to all of our customers when they buy online in 2022. Is this something that you could help us with as I have no idea where we would source seed sets? Or alternatively a flower bulb?</p>
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/Sustainability/Biodiversity Strategy? YES. We will work on adding the plan to our website in 2022.</p>
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
<p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021?</p>

196

Recordati Ireland Limited



Signed up December 2018
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.

UPDATE 2021

<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Survey by an ecologist on the native plants on site • Sowing native wildflower seeds on landscaped soil adjacent to Waste Water Treatment Plant
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Discussion within our sustainability group on future actions we can take
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Creating pollinator friendly perennial beds • Reducing mowing of grass areas and eliminating pesticide usage on site • Aiming to reduce mowing of grass areas outside the site in conjunction with neighbouring businesses.
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/Sustainability/Biodiversity Strategy? NO, but plan to do so going forward.</p>
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do so.</p>
<p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Just that we look forward to taking part as a site, and thank you for your valuable conservation work.</p>

197	Redlough Landscapes Ltd.	Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Working with our customers this year we have completed a number of initiatives. 16 hectares of alternative mowing regime for DLRCC. 1000m2 wild flower meadow seeded for a food service client. Planting of pollinator friendly planter boxes for Dublin City Council and Fingal COCO during the summer.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In 2022 – we intend to work alongside our client – Cluid Housing – in order to roll out alternative mowing regimes to their 150 sites nationwide which we provide landscape maintenance services.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES/NO</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p>
198	Red Squirrel	Signed up November 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
		
199	Regeneron	Signed up March 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Flower beds changed to mostly perennial planting and more pollinator friendly species with reduced use of bedding plants. • Use of winter/spring flowering heathers which replace seasonal bedding in an area on site which should be very beneficial to bees as an early nectar supply in spring. • Shrub beds are being weeded manually with herbicide use reduced to a minimum. • 32 new trees planted on site as part of the planting of a newly landscaped area. • A mature tree was moved rather than felled from an area of the site which was under construction. • A new landscaped area was planted with 1600 winter & spring flowering heathers. In addition, 800 <i>Hebe</i> species planted, as recommended in the pollinator friendly planting code guidance. • Maintenance of wildflower habitats in castle woodland area completed including mowing and hand weeding at the required frequencies.

	<ul style="list-style-type: none"> Continued preservation of the native Irish Honeybee (<i>Apis mellifera mellifera</i>) population on site by a qualified beekeeper. Continued maintenance of the butterfly sunny glade area with the required frequency of mowing completed. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Due to the impact of Covid-19 communication events did not proceed in their usual format, some events however were possible to progress with virtually.</p> <ul style="list-style-type: none"> As part of Earth Day Event in April 2021, there was a Regeneration Biodiversity Scavenger Hunt with the aim of families getting outdoors to search for specific spring species. A guide of species with names and images was provided. It promoted all ages to get out and find the biodiversity in their local area. As part of Earth Day Event, there was also a crossword competition for employees with biodiversity related questions and with prizes for the winners. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> Wildflower meadow habitat being created on-site to include a native hedgerow and earthen mounds/banks to provide habitats for minor solitary bees. Progressing with work in the castle woodland walkway area as an employee amenity area including additional planned planting. Apply for the Annual Pollinator Awards for businesses once available. Participation in the times-flower-insect count ecological surveys by interested employees. Workshop to be run once Covid-19 restrictions allow, with surveys to be completed annually from April to September. Participate in the Gaisce 'Bulbs for Bees' Award Challenge – countrywide incentive to grow specific bulb species for bees. Create a suitable habitat and provide suitable forage to encourage the endangered species of the Great Yellow Bumble Bee. The measures will also benefit other at-risk bumblebee species. Develop guidance to protect the site from invasive species. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES, The Pollinator Plan is part of our EMS with targets and objectives assigned for the plan annually. The Pollinator Plan is also part of our Biodiversity & Conservation Programme. Actions taken under the plan are also documented in our annual Sustainability Report.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. There are currently access issues to the online page but we are working to get them resolved. Actions will be logged once access issues are resolved.</p>
<p>200</p> <p>Roadbridge</p> 	<p>Signed up July 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 No Actions taken due to Covid-19.</p>

201	Rohan Estate Management Ltd.	Signed up July 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have installed a number of natural Pollinators and Bug Hotels in a number of our sites in 2021 and will continue to include the installation of same in upcoming budgets in the year 2021/2022. We have also reduced mowing in designated areas throughout the portfolio to encourage natural pollination and bio-diversity. Protection of all the good biodiversity in sites.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? None – Rohan Estate Management only manages external common areas, therefore no indoor bio-diversity or pollinator actions occurred.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Further installation of Bug Hotels and natural pollinators within all sites, and reduction of mowing in certain areas within the parks to encourage bio diversity.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/Sustainability/Biodiversity Strategy? No but we will be implementing a full sustainability and bio-diversity strategy for the entire portfolio in 2022 which will include increased communications with tenants, owners and also increased supplier engagement.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No – To be completed in coming weeks.</p>
202	Ronan Mac Diarmada & Associates Ltd.	Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ol style="list-style-type: none"> 1. Planting of wild flower meadows and trees in Newtownmountkennedy. 2. Monalin Park – Wicklow Hills, Newtownmountkennedy - Completed 3. Linear Park Newtownmountkennedy – 60% Complete. 4. Tubbermaclugg park in Lucan has been drawn to be a Biodiversity haven, low impact high development with all pollinator meadows, grasses, wildflower and native trees. We are awaiting a start date. This included one large bat box area and swift boxes throughout the Park. 5. Ashford in Wicklow has been designed with wildflower meadow mixes to the open space – the open space areas to the front of the development is due to start shortly. Inclusion of native hedges where there was none before. 6. Retention of Hedgerows in Adamstown Phase 1 of Tubber lane development, Hallwell, Lucan, Co. Dublin, completed. Hedgerows retained/protected and existing hedgerow augmented. Phase 2 underway and phase 3 is being planned using the All Ireland Pollinator Plan. 7. M3 motorway retain existing grasslands and encourage biodiversity in the form of allowing existing grasslands to grow. Management of hedges and tree planting with biodiversity , increased bulb planting of pollinator species. 8. The same approach shall apply to the M4 motorway as was the M3 – it is currently being developed and shall be proposed as part of the upgrade of the M4 motoway as a biodiversity corridor.

	<p>9. KIlcarbery, the grange – large areas of existing hedgerow has been protected and the tree pits shall contain pollinator species for biodiversity & Suds.</p> <p>10. Marrisfield Linear park in Clongriffin, Dublin 13, is currently being finished with native tree planting and wild flower meadow mixes.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? The staff have been informed of the AIPP and the required inputs for Biodiversity:</p> <p>(i) Specifying Pollinator Plants to all developments – notably hedge, Tree Planting, Bulbs wild flower meadows.</p> <p>(ii) Raising awareness with the Local Community Group, Rathcoole Community Council and enabling the local woodland group the awareness and the inputs from a landscape perspective to make aware the local residents and community in Rathcoole and the local representatives on the local council (SDCC)</p> <p>(iii) Raising awareness with our colleagues in other disciplines. RMDA work with ecologists and Arborist to retain, promote pollinators and biodiversity for all new and existing developments.</p> <p>Which new partnerships have emerged out of AIPP? Working with DBFL, Waterman Moylan, Pat O Gorman & Associates engineers – who have become aware of the AIPP and incorporating into their designs in conjunction with RMDA. Ecologist and Arborist are using RMDA as key consultants in the design process to develop and retain existing biodiversity, grasslands, hedgerows and trees and propose new biodiverse planting and landscape works. All planning consultants have become aware of the necessity of biodiversity and pollinator plans.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? 1. Combine actions for Pollinator and Biodiversity with LEED points for new buildings. 2. Develop and action all plans for all new developments. 3. Engage with our colleagues in other disciplines and invite to join the AIPP.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes, all proposals include for Pollinator and biodiversity development for all our proposals.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? We shall do today.</p>
<p>203</p> <p>RTÉ</p> 	<p>Signed up June 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021 RTÉ fully supports the All-Ireland Pollinator Plan 2021-2025 and will continue to deliver actions for wild pollinators into 2022.</p>
<p>204</p> <p>Rubalcava Heritage Services</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021 Earlier in 2021, I became a business supporter of the AIPP. I have practiced pollinator friendly practices in my new garden for several years. I’m self-employed.</p>

As a horticulturist, I firmly believe that all horticulturists are in the position to, as I often say to put to right what our horticultural ancestors have done. This is a case of practice what I'm preaching.

Now as a signed up business supporter:

- I have continued to develop my own garden for pollinators. One of the first steps I took as a business supporter was to log my garden, (I work from home and obviously in the community and schools) onto the mapping page.
- I have spent many days talking and encouraging individuals and community groups to implement measures detailed in the AIPP.
- After receiving the logo, I was proud to promote myself as a business supporter on all my social media platforms.
- Two years ago, I started practicing the reduced mowing regime.
- I've added more pollinator friendly plants including herbs into my garden.
- I'm very much about practicing what I preach but also as I see my garden as a haven, I like to promote it and identify what I see and record (Biodiversity Ireland) casual sightings of various butterflies and bees.

I plan to continue to learn as a person, to encourage my local Tidy Towns as a volunteer, to continue to help communities, other businesses and schools as a business owner and most importantly do my best for Nature and our pollinators as I feel very strongly that it needs all the help it can get. Autumn 2021 action: to plant more pollinator friendly bulbs! Guide some groups with collecting local wildflower seed and the flower timed counts.

205

SAP Landscapes

Signed up June 2019

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.



UPDATE 2021

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?

- (a) In 2021, 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, placing bee hotels, planting of native tree species and implementation of pollinator friendly maintenance programmes.
- (b) At our office premises we created a new meadow area along our front boundary. In our planted beds we increased the value for pollinators by planting additional pollinator friendly flowers and shrubs. We also planted additional pollinator friendly bulbs around our grounds including Alliums.

We have celebrated Bee Day with Children's Health Ireland at Crumlin by creating the Pollinator Friendly Zone with flowers, shrubs, trees, and a bee hotel. Our team help educate the children about the importance of taking care of bees, and we placed signs near the garden with fun facts and information

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Through the year we communicate with our employees about the importance of bees and the actions they can take for pollinators. For this purpose, we have implemented a "Biodiversity wall" which is available to all employees.

3. What are your proposed pollinator-biodiversity action(s) for 2022?
In 2022 we plan (a) to continue to support our clients on the importance of bees and help them implement actions for pollinators. (b) Our initiative and communication

		with employees about pollinators will continue through next year. (c) We plan to plant edible pollinator friendly shrubs / fruits.
		4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.
		5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
206	Schneider Electric 	Signed up March 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
207	ScholarLee 	Signed up November 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
208	Schram Plants Ltd. 	Signed up May 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Reduced the use of pesticides, increased the amount of honey bee hives on site from 8 to 17. Allow as much of the hedgerows and open areas to flower before pruning/cutting etc 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Introduced an information sign within the office of some bee/honey/bee hive facts and figures. 3. What are your proposed pollinator-biodiversity action(s) for 2022? Similar to above, try leave more unused areas to flower naturally. 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, part of our Bord Bia audit. 5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.
209	SEB Life International 	Signed up October 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our rooftop garden has been hit hard by covid restrictions. There is a lot less people in the office and we are unable to organise group maintenance days. Coupling this with the very dry summer there has been a severe impact on our garden. However we have seen what plants can truly tolerate a

	<p>6th floor rooftop, and our wildflower meadow has started to make a comeback. Signs of life has start to return as people have started to return to the office.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have set up posters indoors to inform people about biodiversity and set up an identification chart showing all the different types of bees we have in Ireland.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We have hoping to relaunch our sustainability group in 2022 to revitalise the group and bring the rooftop garden back bigger and better with more flowers for all types of pollinators.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>210</p> <p>Seeds Ireland</p> 	<p>Signed up October 2021 – NEW business supporter</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
<p>211</p> <p>Seekings Flower Farm</p> 	<p>Signed up April 2021 – NEW business supporter</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? -We ceased mowing lawns save for pathways. - We saved even more of our seed and gifted it to our customers with instructions as to how to sow a wild flower patch. -We have developed a strip abutting the public roadway and planted it with a mixture of native wildflowers (annuals, biennials and perennials) and we will be erecting an information sign in Spring. -In our online workshops, we continue to encourage the planting of pollinator friendly plants, the reduction of mowing and most importantly to discontinue the use of pesticides and fungicides. We hope to be able to resume actual onsite workshops and talks to garden and flower clubs soon where we will continue to speak about biodiversity and the many small ways that change can be brought about in ones own garden.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? - We are a member of the Flower Farmers of Ireland and we continue to remind our members, especially new members, to become part of the All-Ireland Pollinator Plan. We are also part of the Neighbourhood Market Initiative where we promote awareness of biodiversity. For example, we will be giving a free workshop on ‘The Winter Garden’ on 20th of October in Cork. At this, we will be giving away cutting of ‘Hidcote Comfrey’a creeping comfrey greatly loved by the bees and the butterflies.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? - Further planting around the two wildlife ponds we created and which have provided habitats for an impressive range of visitors! - Growing chemical flowers is our business and we hope to extend the range and variety of flowers next season. - We plan to extend a</p>

	<p>patch of teasel and sunflowers that can be left over-winter to feed the birds, particularly finches. - We hope to install some bat boxes in the trees.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? We are a sustainable flower farm so you might say all our actions and choices are governed by principles of good biodiversity and sustainable practice.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? -We hope to welcome even more wildlife into our growing space!</p>
<p>212</p> <p>Shaffrey Landscaping Ltd.</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted over 10,000 sq metres of natural and wildflowers across a range of client sites. We have installed a number of bug hotels and we are involved in the introduction of bees and rescue hens on a number of client sites</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are engaging with suppliers with the aim of totally eliminating inorganic fertilizers & chemicals. We have reduced the use of herbicides and we have acquired a chemical free foam machine which we are promoting with local councils and clients.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are continuing with the actions already introduced.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. As part of our ISO 14001 Environmental Management Plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No. We will log our two sites now.</p> <p>6. N/A</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are fully focused on increasing our clients' awareness of biodiversity and guiding them as necessary as an ISO 14001 EMS Company.</p>
<p>213</p> <p>Shannon Airport Authority</p> 	<p>Signed up September 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? None to date as we are new members.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? None yet as we are new members.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are considering developing a wildflower meadow area on the campus to augment existing pollinator friendly flower bed and landscape design; Reviewing use of herbicides for</p>

	<p>weed suppression on aircraft parking areas; Assessing options/locations for beehives on site.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO. Our Sustainability/Biodiversity strategy is under development.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Not yet. Awaiting log-in access.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are keen and enthusiastic to come on board the pollinator-biodiversity journey moving forward.</p>
<p>214</p> <p>Shannon Heritage, Bunratty Castle and Folk Park</p>  	<p>Signed up February 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Shannon Heritage, Ireland's Leading Visitor Experience Company is committed towards sustainable tourism. Bunratty Castle and Folk Park, Shannon Heritages flag ship attraction, for the past 60 years the Folk Park showcases life in Ireland since the early 15th Century to the 19th Century. As we are a heritage site show casing for the past 60 years life in Ireland using traditional farming methods which if you think about it our forefathers were the pioneers of biodiversity, so at Bunratty Castle and Folk Park we continue to preserve the numerous natural habitats throughout our 26 acres.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Invested in new permanent signage using AIPP business supporter logo. We have these displayed for our visitors to read at our main entrance and many areas throughout Bunratty Castle and Folk Park.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Continue to maintain and preserve our historical exhibits while providing natural habitats for our wildlife and attracting many more pollinator visitors. Planting more spring bulbs to provide early food for pollinators in Spring.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR / Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? Due to covid currently we do have not enough staff to give it 100% commitment.</p>
<p>215</p> <p>Showgrounds Shopping Centre Clonmel</p> 	<p>Signed up February 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planted Lavender at front of building. Also redesign of landscape is happening in early 2022 to facilitate a more pollinator friendly landscape. Hired a new landscaper contractor that is high reputable when it comes to biodiversity. Advised to cut down on the cutting of our hedges.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Pollinator cert on show on our noticeboard in the Shopping Centre . Facebook and Instagram .</p>

		<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Overhaul of our existing landscape to be more pollinator friendly.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability /Biodiversity Strategy? Yes. Teamed up with a Sustainability advisor group called Ecomerit who we work with on the Sustainability strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
216	<p>Siemens Healthcare Diagnostics Manufacturing Ltd.</p> 	<p>Signed up May 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • We have given over a large plot to develop a wild meadow. • We planted a number of native fruit trees. • Our onsite bee population has grown from two hives to five. • Installed a biodiversity walking trail. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Due to COVID-19 our bio-diversity action list did not fully materialise in 2021.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Introduce signage along our biodiversity walking trail to educate employees of the natural habitat. • Other actions have not been fully agreed for 2022 but are under consideration. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES. We have created a sustainability wheel which management are committed to implementing.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.</p>
217	<p>SIRO</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
218	<p>Slieve Elve</p> 	<p>Signed up September 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have 4 acres of field which isn't cut at all and left in its natural state. 3 other acres of grazing field is cut 1 to 2 times a year. Surrounding dry stone walls are kept as they are and hedgerow, bushes surrounding them are kept untouched or depending on location maintained and trimmed 1x a year. Hanging baskets and flowerpots are placed around the building. Several types of flowering bushes are placed around the entrance and front of the house. We've eliminated all use of pesticides. 15 native Irish heritage apple trees have been planted.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our AIPP cert is displayed at our reception area and is also used on website and social media. Several books about biodiversity, local fauna & flora are available for our guests in our library. Being a full paying member of the Burren Ecotourism network, we support all local activities and help fund preservation projects within a UNESCO Geopark.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We're starting the landscaping project for our 1 acre garden which will include (project for the next 3-5 year period): - Vegetable and herb garden - Allocated Flower meadow patch - Edible garden (all types of berries and small fruits) - Apple orchard - Organic swim pond with bog filtration.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? We've included our pollinator plan in our EMS and as part of our UNESCO Geopark Code of Practice.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We only just joined recently so no real actions or goals had been set for 2021.</p>
<p>219 SMB Landscapes Ltd.</p> 	<p>Signed up February 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>220 Spring Nurseries (Cork)</p> 	<p>Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>221 SSE Wind Generation</p> 	<p>Signed up November 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> - Integrating of pollinator friendly measures into new site (Lenalea Wind Farm) currently under development - Habitat enhancement at Tournafulla Wind Farm. Native wildflower sowed to diversity track margins. - Further reduction in spraying programme (extent and frequency). Minimised to area that requires treatment to facilitate machinery access for maintenance. Timed to avoid period when bees are circulating as much as possible. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p>

	<p>- Information session with development and operation staff to outline the new wind energy AIPP guidelines.</p> <p>- Contributed to the AIPP wind energy guidelines: review, site specific information & photos.</p> <p>- Engagement with Greencoat Capital to encourage them to become a business supporter.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <p>- Heather management on selected wind farm sites (min 2) to promote heather growth and increase flowering.</p> <p>- Experiment on selected sites to eliminate spraying. Liaise with crane hire companies to determine the extent of vegetation on trackways that is acceptable to them. We will also further challenge our own perception of 'good maintenance' by allowing 'weeds' (wildflowers) to grow on the hardstand areas. This will also allow us to assess the extent of vegetation growth on hardstands without spraying.</p> <p>- Ongoing communication with staff and contractors to raise awareness.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No (not at corporate level).</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO.</p>
<p>222</p> <p>State Street International Ireland Ltd. EMEA</p> 	<p>Joined June 2021 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced mowing in a large area on our site. Removed cuttings to reduce Soil Fertility to allow the wildflowers to grow. Communicating with our contractors to ensure this area is not mowed each visit to site, managing our hedgerows to allow for bee nesting and early spring flowers, drill holes in wooden fences and put up bug boxes. We have ensured no pesticides are used on sites especially in our designated area. We have seen an increase in smaller animals around our natural growing areas, around energy centre and the buildings due to Covid and lower foot fall. Birds in bait boxes, rabbits around energy centres etc.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • Raising more awareness of Biodiversity by organising and displaying proper signage. • Railing off the area that is been protected for Biodiversity • Displaying Certificate of Participation in visible area throughout the buildings to raise more awareness. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Removal of large docks and thistles from our developing wildflower meadow to stop them dominating. • As part of our Development plan there is a course available in our central/share point that I have selected to complete to enhance my knowledge of Biodiversity. <p>3. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? YES. CBRE monitor all actions taken that has a positive effect on the environment so logging these actions taken is vital. Managing Director agreed to a large designated area for natural growth and signed off on all</p>

		<p>signage displayed on site which promotes/ highlights State streets participation in Biodiversity.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are really excited as in 2022 our Biodiversity Team is planning: (1) to turn an old unwanted pallet into a Habitat for Insects. With more staff returning to the office, we plan to highlight the Biodiversity challenge we are undertaking with the request for more input from State Street staff. This area will provide a more natural beautiful area for staff to stroll near during their breaks, an area to hopefully help reduce stress by witnessing nature close by. New build has a proposal for walkway for staff so hopefully our natural area will increase in size, input and more ideas.</p>
223	<p>Statkraft Asset Management Ltd.</p> 	<p>Signed up October 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
224	<p>Stay YNA Dingle Ltd.</p> 	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
225	<p>Stillgarden Distillery (Disruptive Spirits Ltd.)</p> 	<p>Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Dedicated wildflower section of community garden, leaving “weeds” such as buttercups to grow, spread, and flower. Planting of pollinator-friendly wildflower seeds from Irish Seed Savers. Collection of annual wildflower seeds ready to sow next year. Some sown already. No pesticides used. Dedicated borage patch. Bug hotel and earth bank for solitary mining bees. AIPP signs in these sections.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Raising awareness in our community. Importance of pollinators and their diversity discussed in the tour of our distillery. Pollinators are often referenced on our community gardening group’s social media pages. Increased employee engagement.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increased wildflower biodiversity in the garden. Increased communication and engagement with the broader community. Drilled holes and more pollinator hotels.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? No, but in the process of doing so.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

226	Structure Tone 	Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
227	Suir Engineering Ltd. 	Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Suir Engineering were delighted to join forces with the Data Centre community in Ireland to support the 'Orchards in the Community' initiative by Host In Ireland by sponsoring 20 Orchards. Together we are seeking out “homes” for over 1,000 orchards throughout Ireland as we look to collaborate with local communities, and collectively assist in the reverse of the decline of Ireland’s Pollinators . Each DCs for Bees Orchard comprises of 5 trees - 3 x Apple (Discovery, Boskoop, Katy), 1 x Pear (Conference) & 1 x Plum (Victoria) The orchards will be planted by ourselves along with other Host in Ireland Partners and other interested companies, in collaboration with community groups and organisations throughout Ireland in November 2021 and February 2022. 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Suir Engineering through our membership of Host in Ireland have appointed a ‘DCs for Bees’ ambassador who has created awareness within the workplace (of over 1000 employees) and takes action through colleagues and local communities. Our appointed ambassador has shared webinars this year hosted by Host in Ireland including ‘ Bee The Difference’ and ‘ Cross Pollination – People, Business Biodiversity Working Together’ https://www.hostinireland.com/orchardsinthecommunitywebinar https://www.hostinireland.com/cross-pollination-event . They have also liaised with our local East Waterford Bee Keepers Association who visited a local school on our behalf to educate the children on the importance of bees and other pollinators through presentation, discussion and practical demonstration. 3. What are your proposed pollinator-biodiversity action(s) for 2022? We hope to join with the Host In Ireland partners for a difference Day in 2022. 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Not as yet, but we are currently devising a Sustainability Policy and new CSR policy it will be integrated into both these policies. 5. Have you logged your HQ/site(s) on Actions for Pollinators? NO.
228	Sunnyside Fruit Ltd. 	Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES. UPDATE 2021 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Basically a continuation of our 2020 plan. 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have planted a roundabout at the Cork marts junction on the road from Rathcormac to Fermoy with wildflower meadows. 3. What are your proposed pollinator-biodiversity action(s) for 2022? Increase outdoor activity on other sites and continue with our present plan.

	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We completed a Biodiversity Strategy/Plan incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy. The AIPP is the perfect entry-level framework of actions for our 2022 pollinator-biodiversity work.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>229</p> <p>Sustainable Travel Ireland</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? No Actions taken due to Covid.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are running a webinar for our members in conjunction with AIPP/Biodiversity Ireland on September 2022 which will also encourage sign up to the AIPP.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Further promotion of AIPP membership to our members. Membership of AIPP will contribute to their successful sustainability certification. If our first webinar works we would love to run more with AIPP/Biodiversity Ireland. Once we are back in the office we will look at outdoor actions although as we are in an industrial park we have little outdoor space that we look after.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Not yet.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
<p>230</p> <p>Sweeney Landscape Design</p> 	<p>Signed up June 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We develop wildlife habitats as part of our work, including native meadows, ponds. We have not sprayed chemicals in 5 years.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Working with Co Councils, Property companies, Universities promoting biodiverse green roofs.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Do more of the above, seem to have got more traction in last few months.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p>

231	<p>Swords Business Campus Co-ownership (via KRA Renewables)</p>	<p>Signed up May 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. IN PROCESS.</p>
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have installed 9 swift nesting boxes and a calling system, in the hope of providing a safe nesting site for breeding swifts. We have instructed our maintenance team to stop cutting the grass and hedges, and leave the open plan areas to re-wild. We have installed two beehives at the premises.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have promoted these measures both internally and amongst our tenants and other stakeholders.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will be adding more bird nesting boxes and insect hotels around the facility. We will actively plant more native Irish and biodiversity-friendly trees, shrubs and flowers in 2022, as well as continuing with not cutting the grass.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have written a 10-year Sustainability Plan for the campus and have integrated the All Ireland Pollinator Plan into this.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. Will do now.</p>
232	<p>Swords Pavilions Shopping Centre</p> <p>SWORDS PAVILIONS</p>	<p>Signed up July 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.</p>
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have implemented bee hotels at the front of our building. We have also allowed our green spaces to grow to feed the bees by cutting back on all hedge cutting and grass cutting. We have added a series of planters and hanging baskets full of bee friendly bulbs and flowers.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We are speaking and engaging with companies that we utilise to complete work on site with regarding AIPP. We are also working with a local charity to help assist in planting shrubs on there lands to add colour and diversity to there outdoor areas.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We are proposing a meadow garden on site which will help as a feeding ground for wild bees. We are also working towards minimal pesticides on site which we have already made big strides in.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>

233	Takeda Ireland Ltd. – Bray	Signed up June 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
		
234	Tate	Signed up April 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.
		
235	Technopath Clinical Diagnostics	Signed up December 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES.
		
UPDATE 2021		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? For our first year as AIPP supporters & to celebrate World Bee Day on May 20th for its 4th observance & to promote biodiversity, Technopath Clinical Diagnostics (TCD) made available packs of Native Irish Wild Flower Seeds. All staff were encouraged to;</p> <ol style="list-style-type: none"> Think about the type of area to seed bomb @ home. Throw your seed bombs (ideally, timed to coincide with rain, so the seeds have a good start). Grow, watch for seed bomb growth. 		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Due to COVID19 restrictions we promoted communication around Biodiversity including;</p> <ul style="list-style-type: none"> Collecting the Irish Examiner on May 20th containing ‘Working together for Biodiversity – the All-Ireland Pollinator Plan’. Promoting no Cutting Grass in May Asked staff to pledge their lawn/garden for Pollinators @ https://www.surveymonkey.com/r/6NLCWS6 Shared communication with staff on Pots for Pollinators 		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? In planters around the site, TCD aim to have flowers blooming that can provide food for pollinators from March all the way through October. We will strive to eliminate use of herbicides.</p>		
<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p>		
<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>		
<p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? We look forward to promoting biodiversity into 2021.</p>		

236	TELUS International Ireland	Signed up March 2021 – NEW business supporter Mapped site(s) on Actions for Pollinators – data mapping portal. TBC.
		
237	Teva Pharmaceuticals	Signed up May 2019 Mapped site(s) on Actions for Pollinators – data mapping portal. TBC.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have increased our coverage of a low flowering meadow to include a picnic area in which creates more biodiversity and put employees in more contact with the project by immersing them in the space.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our green steps in-house promotion highlights the opportunity for employees to engage in biodiversity outside the workplace with the help of Teva funding, this will include planting lavenders and pollinator friendly trees in schools in Dunmore east when the time and season is right to do so.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To encourage more employees to use the green steps funding in their communities and help create bee friendly corridors, to engage in new actions as part of the actions for pollinators by speaking with our local tree and garden specialist about introducing bee friendly ivy's which supply food and shelter year round for endangered solitary native bees.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Yes, I would like to try form a biodiversity committee in Teva for 2021/2022 with keen enthusiastic people who can improve on what is already been done, this will be tough with covid restrictions still in place but I think a core group with some outside professional help can help our pollinator plan reach a larger audience.</p>
238	The Apple Farm & Con Traas Ltd.	Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.
		<p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have managed the 1 acre wildflower area to keep it pollinator-friendly, with plenty flowering plants through the summer. We mowed grass alleys infrequently, and in rotation rather than all at once, to keep flowering vegetation there. Where weed control was needed, we delayed herbicide application until the flowering was finished.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We put up signs and advertised our wildflower area as open to the public to walk to, admire, take photos in etc. Several hundred people visited the area from July to now.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p>

		<p>We would propose the same as per 2021.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Our company is a bit small to have a written strategy, but the plan is integrated into our overall farm strategy and plan.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO. Can you confirm my registration for this please.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? It is a little disappointing to see some corporate organisations make fairly trivial steps in order to contribute to AIPP, when their scale and profitability would indicate they could do a lot more.</p>
239	<p>The Burren Perfumery</p> 	<p>Signed up April 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? • Reduced mowing by mowing routes instead of whole area • Annual tree planting programme continued • No pesticides used.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2021? • No Actions taken due to Covid.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Increasing planting and protecting of nesting and pollinator habitats.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO we will log ASAP.</p>
240	<p>The City Hotel Derry</p> 	<p>Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>The City Hotel Derry continues to support the All-Ireland Pollinator Plan 2021-2025 and will continue to take actions for pollinators in 2022.</p>
241	<p>The Flowerfield</p> <p><i>and</i></p> <p>Flower Farmers of Ireland</p>	<p>Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? No dead heading of flowers too old to cut for cut flower production. Allowed 'weeds' to grow on harvested areas. Sowed phacelia as ground cover and in between crop amongst my cut flowers.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? I have promoted the All-Ireland Pollinator plan and me being a supporter on social media platforms.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p>

 	<p>I want to add All Ireland Pollinator logo etc. to my website. I want to learn to identify bumble bees of which I have many in my field. I will be planting 50 meter of native mixed hedgerows.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. New cut flower varieties are chosen on pollinator suitability. Harvested areas are allowed to weed over to provide food for pollinators.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES I have logged my site.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? I also put some honeybee hives into my garden. I found it very interesting that many more bumble bees and other pollinators visited my cut flower field than honeybees which seemed to fly further afield. I am aware that the pollinator plan is geared towards wild bees only but I really think the close contact with honey bees helped my interest and knowledge of all bees. In general insects interest me much more since. I want to learn more. I think the honeybee – wild bee division is an artificial one. The honeybee to me is a gateway bug.</p>
<p>242</p> <p>The Honeysuckle Bee & Me</p> 	<p>Signed up October 2021 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>243</p> <p>The Lismore Food Company</p> 	<p>Signed up May 2017</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? The Lismore Food Company planted a 2 acre wild flower and grass meadow. The meadow is organic and naturally maintained we do not use any pesticides. This only gets cut twice a year. Once in the autumn and the early spring. We have also planted many different bulbs and plants specifically to attract and encourage bees, butterflies and pollinators.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have communicated our biodiversity objectives, goals & achievements, to our internal team. This works in tandem with our sustainability objectives. Among which had been to reduce packaging. To create packaging that can be reused repurposed and to actively encourage our customers to do this. Also to create products using minimal & only clean ingredients, for example we never have nor will we ever use palm oil.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We intend to keep these 2 acres as a protected grass/wild flowering meadow. We also intend to plant trees and further bulbs herbs and plants. We will let the hedges grow all around this space to protect the wildlife In a 1 acre site we will mow 2/3s of that lawn again only twice in the year</p>

	<p>We won't use any pesticides.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes This is very much a part of our sustainability strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. I'll do that now.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES.</p>
<p>244</p> <p>The Montenotte Hotel</p> 	<p>Signed up June 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? With eco-friendly approach we strived to achieve a balance between the nature and a hotel garden with appealing looks. We have introduced: (a) Catmint and Stachys in our rockery areas, (b) Hellebores to shady spots of the garden, (c) reduced the use of fungus treatments to absolute minimum, (d) extended our mowing policy, respecting bees and bumblebee hives (these parts of the garden are not mowed) (e) purchased 2 new bee hotels (f) planted autumnal perennials (Asters and Rudbeckia's) (g) adding bee friendly spring bulbs (Crocus, Alliums and Bluebells) with planting throughout October.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have included All Ireland Pollinator Plan information in: (a) our Environmental Policy, (b) New Team member Induction (c) Hotel Guest information: in the email newsletter and our printed Full Monty News piece available to the hotel guests in their rooms from Q1 2022.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? We will: (a) build 5 bee hotels with leftover bamboo and wood, positioning these in the south facing, wooded part of the garden. (b) share our efforts and communicate biodiversity in the guest newsletters and on social media channels. (c) create a campaign for the World Bee Day 2022, May 20th involving local primary school.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are committed to carrying out a long-term proactive measures to help protect and sustain the environment for future generations with the entire team on board to do their bit.</p>
<p>245</p> <p>The Rediscovery Centre</p> 	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <p>1. Which outdoor/physical pollinator-biodiversity actions has your business/organisation taken in 2021? Action A1:</p> <ul style="list-style-type: none"> Protected areas that are already providing food and shelter for pollinators. We have planted a range of plants that are pollinator-friendly, such as nasturtiums, foxglove and snap dragons, everlasting wallflower, sweet pea, chives, pumpkins, sunflowers, borage, comfrey, lavender, peppers, tomatoes,

	<p>silver mullein, strawberries, rosemary, potatoes, cardoons, peas, raspberries, gooseberries, blackcurrant, red currant, willow, marigolds, primroses, and buddleia.</p> <ul style="list-style-type: none"> • Organising a small Orchard area which will include 2 x apple & a pear tree initially. • Coppicing Willow Trees to increase foliage for Spring 2022. • Plans in place to isolate an area for just dandelions. • Red Clover & Trefoil planted.
	<p>2. Which Indoor/Communication pollinator-biodiversity actions has your organisation taken in 2021?</p> <ul style="list-style-type: none"> • Improved living wall by adding new wider pots to the pipes and added more geraniums and aloe vera. • Planted more indoor plants such as Mother of Millions in our Café area. • We sell Seed Bombs that contain native pollinators in the EcoStore. • Held online miner bee hotel workshops for the community. • Bug hunt held for primary school students. • Tour of the Garden online. • We sell the bug magnifier in the Eco Store. • Our Tour Guides provide workshops for primary school children ‘how to make bug hotels’. • Every Thursday we organise a Community Clean Up to ensure that pollinators have the best opportunity to grow in the neighbourhood. • We have a representative on the Ballymun Tidy Towns committee providing expertise on gardening for biodiversity in the community. • We have provided ongoing training for staff on pollinator-friendly planting and gardening for biodiversity and have copies of pollinator-friendly gardens.
	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • We have increased outdoor activities with all levels of schools, colleges and post graduate students. • We conduct bug hunts for primary schools. • Tours are conducted as part of the Sustainable Living Programme. • Pollinator Survey carried out by Emma King, Trinity College as part of her MSc Thesis on ‘Conservation measures for pollinators in urban contexts.’ Supervisor: Professor Jane Stout. • Interested staff trained in coppicing. Preparing the garden for the Spring 2022. • Planted spring bulbs such as crocus, snowdrops, tulips. • We will plant a range of heirloom seeds that are pollinator-friendly, such as nasturtiums, foxglove and snap dragons, sweet pea, chives, pumpkins, sunflowers, borage, peppers, tomatoes, peas, marigolds, primroses. • Provide bee hotels for solitary bees. *Provide bat boxes. • Reporting any hedgehog sightings to biodiversityireland.ie • Increasing the number of vine plants around the site. • Increase the numbers of sunflowers. • Continue to remove thistles from our planned wildflower meadow.
	<p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes – the Pollinator Plan is incorporated into the Rediscovery Centre Sustainability strategy.</p>
	<p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No but will today 19/10/2021.</p>
	<p>7. Is there anything else you’d like to share with us with regard to your pollinator-biodiversity journey in 2021? We have provided ongoing training for staff on</p>

pollinator-friendly planting and gardening for biodiversity and have copies of pollinator-friendly gardens.

246 The Tourism Space



Signed up December 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?**
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We promote tourism businesses and organisations to the All-Ireland Pollinator Plan in our workshops, talks and conferences, wherever there is an opportunity.
- 3. What are your proposed pollinator-biodiversity action(s) for 2022?** There is an increasing focus on sustainable and regenerative tourism and we see that we will have greater opportunity to do this in future. We have applied for a tender to create a Biodiversity Training Programme for Tourism Operators for the Burren Ecotourism Network. If successful, this programme will serve as a template for other destinations who may also be interested. We are hosting a Limerick Kerry Greenway Destination Development Programme and are including a module in biodiversity in that programme. In future tenders, we will propose biodiversity training for tourism businesses.
- 4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy?** Yes. Our commitment relates to communication and awareness raising.
- 5. Have you logged your HQ/site(s) on Actions for Pollinators?** NO. I must have an account but am not able to login. Have requested password re-set but nothing came through. I don't want to set up another account in case that double-counts.

247 Tralee Bay Wetlands Eco & Activity Park



Signed up March 2021 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.

248 Triall Teoranta



Signed up June 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.

UPDATE 2021

- 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?** Limited due to the pandemic, lack of availability of contractor to do some works.
- 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?** We have distributed 1,000 bulbs to local pollinator friendly gardens in an effort to raise awareness of the All-Ireland pollinator

		<p>plan. We have directly engaged with a further 10 individuals to explain/promote the plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Manage a meadow on site by removing large perennial weeds such as thistle. Plant more trees onsite. Engage with local school and distribute some of the pollinator plan material.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? NO.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p>
249	<p>Tricel Ireland</p> 	<p>Signed up October 2021 – NEW business support Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
250	<p>Trish’s Honey Products</p> 	<p>Signed up July 2021 – NEW business support Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.</p>
251	<p>Tureen Landscapes <i>‘Planting a breath of fresh air’</i></p> 	<p>Signed up March 2021 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planted pollinator friendly trees, shrubs and perennials for clients. Non use of pesticides is a key part of our business, this has a direct positive outcome for pollinators. Encouraged clients to take part in initiatives such as ‘No Mow May. Helped extend the pollinator friendly season with plants such as native Willow and Ivy. Persuaded clients to use clover lawns as opposed to only grass.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? I always inform my clients of the importance of pollinators and the small steps they can take in their gardens or premises. Informing clients of the benefits of organic horticulture and non use of pesticides.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? I will carry on spreading the word to old and new clients about the importance of or landscapes being pollinator friendly. I will always use pollinator friendly plants. I try to use as many native trees and shrubs in my projects as possible; however my main planting consists of ornamental perennial e.g. Sedum, Nepeta and Aster’s.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. My business has an ethos of gardening for people and all</p>

	<p>other creatures in a sensitive and organic manner. Plants are 99% of the time based on their ability to be a food or habitat source for pollinators and wildlife in general.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No.</p> <p>6. N/A</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? I would like to say that I am glad to see the annual review is a compulsory measure and not a simple option for businesses to 'Green wash'.</p>
<p>252</p> <p>Uniplumo Ireland Ltd.</p> 	<p>Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • We have reduced mowing across our main site on Wyestown as this has the only lawns. • We have installed a bug hotel on our Mosney Site • We have planted an area of approx. 10m2 at the entrance to our Wyestown site with pollinator friendly perennials of which are selected to offer pollen at different times of the year • We have participated in bee/bug counts throughout the summer and uploaded these to the relevant platform. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021?</p> <ul style="list-style-type: none"> • In line with one of our key customers we have developed and sold a range of 'Bee-Friendly' products which in turn communicates to our customers and then consumers on the importance of biodiversity. • We have downloaded guides on pollination/wildlife/biodiversity to aid us in making decisions and also made these available to staff to encourage their involvement and participation in identifying flora/fauna on site. <p>3. What are your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • We would like to continue to plant pollinator friendly plants on our sites and therefore enlarge the total area • We would like to identify an area for bare/bank soil for supporting of solitary bees • We intend to identify/label our actions taken thus far with signage • We intend to probe further in identification and education on flora/fauna on our sites and further involve our staff and customers in our actions • We intend to offer some sort of community donation or engagement with a community project to promote biodiversity. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Pretty much yes, we do not have a sustainability plan per se currently but are willing to and waiting for direction from our superior group company Total Produce on guidance on the group targets. We also document our own measures on continuous improvement meetings.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. I believe we have done this for each measure taken as we completed it.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? We are quite happy with our efforts so far. If sustainability, biodiversity and pollination is that crucial (which we think it is), we would like to see stricter measures and better or created incentives from the DAFM</p>

and relative parties to promote and encourage business in the agricultural and horticultural sectors and similarly penalties for non actions being taken. Similarly, as we are in the Horti-industry and sustainability/biodiversity is also important to our customers like i.e. Tesco/Dunnes Stores/BnQ/Woodies etc. we would like to see them also encourage their suppliers, including us, to do the same. If they are pushing for price reduction after price reduction from their growers and suppliers and with no support from DAFM etc. how can this be realistically completed?

<p>253</p> <p>Urru Culinary Store</p> 	<p>Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 In 2020/21 we consolidated our existing planting and extended it to additional areas around the shop with edible and floral and tree plantings. We're committed to continuing and expanding our part in wild pollinators in 2022.</p>
<p>254</p> <p>Ventac & Company Ltd.</p> 	<p>Signed up May 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>255</p> <p>Veolia</p> 	<p>Signed up February 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. IN PROCESS.</p> <p>UPDATE 2021</p> <div style="border: 1px solid black; padding: 5px;"> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? With Covid restrictions continuing, we were limited. We again adjusted grass-cutting and installed bird boxes at some sites. At Group level, we identified some key biodiversity sites and have proceeded to map, develop and implement the Ecological Management Plan at the first of these at Ballynacor. We also installed Biodiversity Boards and developed Wildflower Walkways around our NI Water sites, e.g. North Down Ards and pumping station sites. The walkways were visited by Conservation volunteers to map the species now thriving there. We also ran an island-wide Sunflower challenge in aid of Groundwork who run community gardens in Belfast and Dublin.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? With Covid restrictions continuing, we set up monthly Sustainability Sessions - internal virtual Learning and Awareness building sessions on all things sustainability. These sessions included a number of Biodiversity/Pollinator friendly talks such as <i>Propagating</i> and <i>Biodiversity at Strangford Lough</i>, among others. Our online internal Community has an environment thread where we share the AIPP newsletter, as well as any initiatives, like propagating results. We also circulated an activity pack and quiz for World Environment Day to help boost biodiversity knowhow; as well as promoting how to support Bees during World Bee Day.</p> </div>

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? With our teams anticipated back to offices, finally enacting the physical plans for our offices Kilkenny/Fermoy offices is high for 2022. We will continue working on the key sites identified at Group level this year for biodiversity. We will also continue our monthly internal Sustainability Sessions, including pollinator/biodiversity related topics for learning & awareness.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. This is a key component of our Corporate Responsibility strategy, under which we have set ourselves sustainability and biodiversity objectives. This aligns the whole way up from our sites and offices here in Ireland and Northern Ireland, through our organisation into our global multifaceted performance and global group purpose of being a leader of ecological transformation. This can be seen in our latest Sustainability Report for Ireland and Northern Ireland (highlighting 2020 activity and performance).</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO – will log.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? Unfortunately, Covid-19 continued to impact us this year as it meant that our office workers were still required to work remotely; meaning that those colleagues on our biodiversity teams were not able to attend our office sites to commence work on some of our physical planned activities. However, we did what we could and look forward to taking things to the next level next year.</p>
<p>256</p> <p>Vertiv</p> 	<p>Signed up August 2021 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>257</p> <p>Viatrix Little Island API</p> 	<p>Signed up February 2020</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In 2021 we have continued building on our new Apiary increasing the hives to 4. We have isolated an area onsite (100m2) restricted to the public, so the bees are not disturbed. We have allowed approximately 100m2 of ground to grow native plants and reduced all mowing in this area to once per year. We have installed one wild bee lodge or hive and installed extensive signage in these areas for educational purposes. In this area there is an earth bank for solitary mining bee which we leave untouched and undisturbed.</p> <p>We have collaborated with the IBCP in Fota garden trails sponsoring two signs for their projects and encouraging participation through messaging on our site to staff.</p> <p>We have installed several bee lodges and solitary hives around the site with signage indicating that we are committed to reduce mowing to once per year in certain green areas, allowing clover lawns to develop throughout the summer months into autumn.</p> <p>We have planted extra pollinator-friendly shrubs and trees where possible, managing our hedgerows to allow for bee nesting and early spring flowers.</p> <p>We have eliminated pesticides on all sites except for spot-spraying when necessary.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We harvested honey from our Apiary this year and run charity fundraiser called Honey for Hospice for a local charity. We communicate to staff quarterly through our environmental newsletters on our updated about our planting protocol, beehive status and celebrated World bee day through competitions and events. Through our internal communication platform and our green team messaging board, we spread messages about our bee AIPP events to all our national and international sites, which has created quite a buzz. We collaborated with the Irish bee conservation project sponsored the design of educational signs and installed them in Fota island pollinator trail and on our site for Bee day 2021.</p> <p>3. What is your proposed pollinator-biodiversity action(s) for 2022?</p> <ul style="list-style-type: none"> • Increased outdoor activities on other sites? New solitary beehives and signage. Continue our reduced mowing and pesticide protocol. • Increased Communication Actions? We will continue to spread our green message though our Environment newsletter and through a new online internal webpage/Viatris Hub starting off in December with our Honey for hospice charity event. • Increased Community Engagement? We will continue to support the IBCP in fota Island and look to participate in their project if possible. • Increased Employee Engagement? Our e-Newsletter and web page will promote all our green events. We will be celebrating Bee Day and earth day and try to engage staff and employees again this year. <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? No, we have created a green team however who have integrated AIPP goals into their annual strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.</p> <p>7. Is there anything else you'd like to share with us about your pollinator-biodiversity journey in 2021? In late 2020 Viatris was formed as a new company with 5 sites in Ireland. One of our goals is to promote all our AIPP actions to the other new sites in Ireland which has created a lot of excitement and interest from other green teams. The most successful channel has been out internal company webpages particularly from an article which I have shared below.</p> <p>There's a Buzz around Little Island (Viatris corporate media article)</p> <ul style="list-style-type: none"> • Colleagues at Cork's API facility in Ireland have an added responsibility to their day job, which is caring for a colony of bees! It began in 2019, when the team embarked on an exciting initiative and installed an apiary to house bees. With three colleagues as resident beekeepers and part of the Irish Beekeepers Association, the bees were in safe hands. • The following year, a new apiary was installed and approximately, 20,000 native Irish honeybees <i>Apis mellifera mellifera</i> were rehomed in support of Earth Day 2020 to help the Irish bee populations thrive. • At present there are in the region of 70,000 bees in the apiary where, at their peak, the queens would each be laying 2,000 eggs per day. If the beekeepers can prevent them from swarming, at the end of the season there could be approximately 100,000 native black bees in the apiary - weather permitting! • A special area onsite has been created to hold two beehives with one wild bee lodge as part of the Irish Bee Conservation Project, a community initiative promoting pollination and preservation of Ireland's pollinators, especially the Irish Black Honeybee. Due to a worldwide decline in honeybees, there are concerns
--	---

about their essential pollinator role and the potentially drastic impact their loss may have on the quality and diversity of foods. Last year the site's beekeepers processed the honey collected from the hives and they were made available to colleagues who were asked to make a voluntary donation for a local charity.

- The team are also business supporters of the [All Ireland Pollinator Plan](#) and intend to expand the pollinator plants in certain areas around the site. They will also focus a lot more on education and messaging and support local established environmental groups. Recently they donated two education signs that will be installed in a local wildlife park used by the public where a Bee trail walk has been created.
- Over the summer months, Cork colleagues will be encouraged to “Pledge the Garden” to help encourage pollinator and events will take place to help support and educate them. To learn more about this amazing initiative, watch the video below where you can also see the bee’s “in action”.

258

Vietnom Dublin

Signed up December 2019
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.



UPDATE 2021
No actions taken due to Covid 19!

259

Vinehall Displays Ltd.

Signed up September 2021 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC.



260	Vyra 	Signed up January 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? In February 2021, we began our journey with the planting of 215 native trees on a site in Barndarrig Co. Wicklow (Silver Birch / Betula pendula, Black Alder / Alnus glutinosa, Rowan / Sorbus aucuparia). We did this to create an ecological buffer zone for the site which is adjacent to a busy roadway, and represents our first step towards rewilding an area of land that was recently used as pasture for cattle. We completed this as a team of 3 by hand to not disturb the soil too much, using an auger, pickaxes and shovels. We also decided to fell a western red cedar nearby that was in a precarious position and used it as mulch for these new trees. We also allocated pieces of land for wildflower meadow development.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We documented the journey on our twitter feed and provided education on many of the steps we took, such as how to actually plant the trees and maintenance of them afterwards.		
3. What are your proposed pollinator-biodiversity action(s) for 2022? We are aiming to continue planting native trees within the planting season and also aim to introduce nesting boxes at various points around the site.		
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes. As we are a start-up, we do not have a dedicated EMS/CSR/Sustainability or biodiversity strategy. However, we have documented plans to ensure we continue integrating the Pollinator Plan into our philosophy as a company. We will include all new employees in this process as well.		
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES.		
261	W39 	Signed up January 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
UPDATE 2021		
W39 fully supports the AIPP and will continue to provide actions for wild pollinators in 2022.		
262	Wexford Tomatoes Ltd. 	Signed up October 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.
UPDATE 2021		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We reduced the frequency that our green areas on our site are mowed. We also reduced the number of times that the hedgerows around the site are cut for the year. We decided to hand weed areas this season to reduce the spraying taking place on site to avoid any unnecessary pesticide use.		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have communicated the importance of the All-Ireland Pollinator Plan to our staff which have voiced their enthusiasm with helping out on any future projects. We also put the All-Ireland Pollinator Plan logo on display in the corridor and canteen to show our commitment to the plan to our staff and visitors.		

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Our Plan to set up a pollinator friendly garden for 2021 had not been carried out due to staff shortages so we plan to carry this out early 2022 to get as much benefit from the area as possible next year.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES. We have added environmental/biodiversity measures into our annual continuous improvement review which takes place quarterly to set targets, analysis results and plan our next step forward.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? NO. I have not been able to log into the account. I have tried to reset the password a couple of times but I never receive the email with the reset link.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? N/A</p>
<p>263 Whites Speedicook Ltd.</p> 	<p>Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? Planting of c.1000m2 wild flower seed mixture 5 tree planters positioned around the mill with flowering shrub 10m2 of flowing plants and shrub planted at mill entrance.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Our participation in the programme has been widely shared across internal channels and on social media A packet of bee bombs was given to each of the staff at Whites, the team then planted these at home and shared some photos of the flowers in bloom.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Planting of c.1000m2 wild flower seed mixture 5 tree planters positioned around the mill with flowering shrub 10m2 of flowing plants and shrub planted at mill entrance We are investigating inclusion of a beehive on site within the wild flowers.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/Biodiversity Strategy? Yes, this has been integrated into our sustainability strategy.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? TBC.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? NO.</p>
<p>264 Wild Kitchen</p> 	<p>Signed up September 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have reduced lawn mowing and learned how to save native wild plants seeds for using. We learned how to look up species that were recorded on our site on maps.biodiversity.ie. This in turn allowed us to protect</p>

	<p>and nurture these species and encourage the plants that the pollinators need to survive.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? Held workshop for local initiative called our nature with young children, they then went on to make their own short film about what they learned about the local biodiversity, it was brilliant. Encouraging network members to sign up to the AIPP. Attended biodiversity enhancement training for community spaces and created a significant 3 year biodiversity action plan for our local community garden.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To manage our lawn areas in line with the guidelines, encourage more pollinators by sowing saved wild plant/flower seeds. Learning about invasive plants and how to deal with them.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/Sustainability/Biodiversity Strategy? Yes. I sign up to a code of practice for our ecotourism network and the pollinator plan is integrated into The action plan and other aspects of it.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? No, will try.</p> <p>7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2021? It's such a rewarding journey and ticks so many boxes personally and for the community and local school that has now got involved with the garden and its new action plan.</p>
<p>265</p> <p>Wildacres Nature Reserve</p> 	<p>Signed up December 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p> <p>UPDATE 2021 Wildacres firmly supports the All-Ireland Pollinator Plan 2021-2025 and will continue with implementing additional pollinator friendly actions in 2022.</p>
<p>266 & 267</p> <p>Woodco Renewable Energy Ltd. & Woodco Biosciences Ltd.</p>  	<p>Signed up April 2021 – NEW business supporters Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
<p>268</p> <p>Yondr Group</p> 	<p>Signed up August 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? At our site in Netherlands, we have maintained the wildflower meadow area planted last year to replace mowed grasslands.</p>

	<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? We ran a promotion in Yondr during World Environment Day to provide bee boxes, wildflowers, or a tree sapling to staff to use at home, and gave away 9 bee boxes, 9 boxes of wildflower seeds and 3 sets of tree saplings. We have started a process when assessing new sites called a Biodiversity Ready Reckoner. It is a high-level assessment of ecology type on a site, and a calculation made to give an indication of the amount of space that needs to be either retained or set aside for restoration to achieve a 10% Biodiversity Net Gain. It is used to help designers retain the most valuable ecological areas on site, and to indicate whether sufficient space can be available on-site for ecology areas or whether off-site land will be needed.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? Key actions are our Biodiversity Net Gain process that we are developing with ecologists. This will develop on the Biodiversity Ready Reckoner to apply a full BNG calculation, and to set a target that will be included into site planning activities. We are developing a set of guidelines that will allow ecologists to undertake this calculation in any country or habitat type area. We'll then have a global standard and common assessment process for BNG to measure against our target of a minimum of zero net biodiversity loss across all locations.</p>
<p>269</p> <p>Young Nurseries (County Limerick)</p> 	<p>Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p>UPDATE 2021</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2021? We have further 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. Our bird boxes and insect hotel will be checked and tidied up for the next season. We have supported and maintained a pollinator friendly traffic island outside the local schools. We have raised awareness at retail level through our improved labelling on our plants.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2021? In the greenhouses we continue to use environmentally friendly practices with an integrated pest management system, with biological control using beneficial insects and mites to control pests, we do not use any harmful chemicals that contain neonicotinoids. we have put up posters in communal areas to highlight the pollinator plan to staff. We sponsor a Pollinator Award for Green Flag Parks.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2022? To develop stronger awareness in our supply chain of the benefits of biodiversity, we will do this through increased marketing, labelling and promotions. To commit to more pollinator friendly projects in the local community.</p> <p>4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? Yes, we have a Biodiversity strategy in place, it is a work in progress, and we are adding to it regularly.</p> <p>5. Have you logged your HQ/site(s) on Actions for Pollinators? YES. It is logged.</p>

All Ireland Pollinator Plan – why wouldn't you?

Why Pollinators? www.pollinators.ie

Pollinators are vital for crop security. Unfortunately, our pollinators are in catastrophic decline – basically they are starving and have nowhere to live. Of the 99 different types of wild bees on the island one third is threatened with extinction. The critical context of the pollinators is further underpinned when one considers that: *71 of the 100 crops which provide 90% of the world's food supply are animal pollinated.*

Why engage with the All-Ireland Pollinator Plan?

Support of the All-Ireland Pollinator Plan 2021-2025 allows businesses (including but not exclusively Bord Bia's Origin Green members) to:

Customers/Consumers/Suppliers - Demonstrate pollinator-biodiversity credentials to customers, consumers, & suppliers who seek to support environmentally friendly brands.

Environmental Management System - Use the Pollinator Actions Framework as the entry level to deliver immediate biodiversity actions and, where appropriate, integrate with an EMS.

Corporate Social Responsibility - Utilize a simple framework to support CSR objectives, with the flexibility to choose from a variety of low/no cost pollinator-biodiversity actions.

Employees - Increase employee wellbeing through relevant pollinator-biodiversity training/events.

Community Engagement - Support community pollinator-biodiversity engagement and strengthen relationships with local groups.

Entry-level into biodiversity

The simple framework of the plan is divided into physical actions and communication actions.

Physical Actions: (i) Protect what you have already that's good on your site(s) - (eg if you have species rich grassland don't then swap it for an orchard). (ii) Reduce mowing of grass, cutting of hedges, and eliminate pesticide use. (iii) Create 'homes' for pollinators – designated old stone walls/earth banks/bee hotels. (iv) plant pollinator friendly bulbs/shrubs/plants/trees.

Communication Actions: (i) Become the leading organisation in biodiversity in your area(s). (ii) Invite **Employees** to engage – Pollinator-biodiversity Committee, 'Pledge Your Garden', 'Wild Bee Garden' Competition. (iii) Invite **Suppliers** to sign up/take actions. (iii) Engage with **Community/Schools/Charities**.

These actions can be integrated into any EMS or CSR and are aligned with ISO14001:2015. Moving forwards actions will also be aligned to the UN 17 Sustainable Development Goals and BREAAAM which will be reflected in the new Business Framework guideline document.

Who's Who at the Plan

Businesses can be reviewed here: [List of business supporters » All-Ireland Pollinator Plan \(pollinators.ie\)](#)

Partners can be reviewed here: [Partners » All-Ireland Pollinator Plan \(pollinators.ie\)](#) These partners report on 186 actions within the Pollinator Plan.

Supporters can be reviewed here: [Supporters » All-Ireland Pollinator Plan \(pollinators.ie\)](#)

Steering Group can be reviewed here: [AIPP Steering Group » All-Ireland Pollinator Plan \(pollinators.ie\)](#)

Appendix A

2022 Annual Review Format

NAME OF COMPANY/ORGANISATION** _____ ** PLEASE SUBMIT THIS REPORT BY 30 SEPTEMBER 2022
QUESTIONS 1-3 **PLEASE limit your response to 250 words within these 3 bullet points.
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?
3. What are your proposed pollinator-biodiversity action(s) for 2022?
PLEASE ANSWER YES/NO TO THE FOLLOWING QUESTIONS:
4. Have you integrated the Pollinator Plan into your EMS/CSR/ Sustainability/ Biodiversity Strategy? YES/NO
5. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO If not please do so now. - Actions for Pollinators (biodiversityireland.ie) NOTE: This provides the data for the evidence-based guidelines developed for the Pollinator Plan.
6. Have you set SMART targets? YES/NO
7. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your 'manufacturing processes' as a Biodiversity Target? YES/NO
RESPONSE TO THIS QUESTION IS OPTIONAL
8. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?



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

Implementation of the *All-Ireland Pollinator Plan 2021-2025* is being 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 National Biodiversity Data Centre is funded by *The Heritage Council* and the *Department of Housing, Local Government and Heritage*.

The Agri-business officer position (Sarah Kelly) is funded by Bord Bia's Origin Green programme



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

An Chomhairle Oidhreachta
The Heritage Council



COMPASS INFORMATICS
Information and Location Insights

Contact: Sarah Kelly skelly@biodiversityireland.ie