



All-Ireland Pollinator Plan (2022): *Business Supporters – Annual Review*

‘Businesses – custodians of our natural capital’



An initiative by
BORD BIA
IRISH FOOD BOARD



Business for
Biodiversity



Citation

**All-Ireland Pollinator Plan (2022): *Business Supporters - Annual Review.*
National Biodiversity Data Centre, Waterford.**

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

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All-Ireland Pollinator Plan (2022): *Business Supporters - Annual Review*

1.0 FOREWORD

As we reflect on another year of enormous challenges faced by business; pandemic-driven worldwide economic pressures, further exacerbated by the terrible war in Ukraine; we are also seeing the financial sector moving fast to ascertain and mitigate ‘risk’ in relation to the impacts of climate change and biodiversity loss. The world’s financial giant has finally woken as was so clear within AIB’s Climate Finance Week 2022.

The approach to tackling biodiversity loss, however, can become confused and overcomplicated in the struggle to understand and to ascertain the size and complexity of the task. Language such as ‘impacts’ and ‘dependencies’, ‘nature positive’ etc. prompts questions such as ‘*What does that mean exactly for my business?*’. **Our message is – don’t let new language/concepts over-complicate the task at hand.**

Pollinator-Ready Projects

Pollinator projects are an excellent starting point for businesses. We know humanity and, and many businesses, are ‘dependent’ on pollination, in particular our 100 wild bee species, and that as individuals, communities and businesses we can have an almost immediate ‘impact’ through engaging with the All-Ireland Pollinator Plan – an entry level to biodiversity action on any site/for any size of business – a framework (aligned to ISO 14001:2015 and in 2023 to the UN SDGs) which provides:

- Evidence-based (science) actions - low-cost/cost-neutral which provide S.M.A.R.T. opportunities to engage employees, suppliers and the community around you.
- The ability to map and report specific actions on a publicly available GIS/accountability platform (ergo building data).
- A mechanism to track what is happening on your business site through monitoring/recording initiatives (again building data).
- We also know that as businesses start to take actions for pollinators there are positive impacts on wider biodiversity. So, once you have pollinators under your belt check out www.biodiversityireland.ie for other biodiversity projects.

Think Pollinators/AIPP

So, think ‘pollinators’, and specifically wild bees, when shaping the biodiversity pillar in your sustainability strategy/plan as you anticipate reporting on the *Corporate Social Responsibility Directive* (incl. biodiversity) and within the Taskforce on Nature-Related Financial Disclosures www.tnfd.global – the market-led, science-based framework helping companies to integrate nature into decision making and financial reporting. You can then build other elements of biodiversity into it once you have supported our wild bees.

All-Ireland Pollinator Plan 2021-2025

Now in its seventh year, the Plan has gathered a momentum of support and actions throughout the island via Councils (95% across the island now on board), over 100 government departments and NGOs, as well as many thousands of communities/volunteer groups, farmers, schools, and gardeners.

2022 UPDATES

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.

With the deepening partnership with Bord Bia's Origin Green food sustainability programme in 2022 the AIPP delivered two webinars as part of the series 'Origin Green – Pathways to Biodiversity' series, participated in Bord Bia's Bloom event in June 2022 and has engaged with numerous agri-business and non-agri-business in spreading the pollinator-biodiversity word. This engagement has prompted wider conversations on how are rural-based non-agri-businesses supporting their local farming community through pollinator actions.

Origin Green continues to provide the AIPP structure within members' targets (optional) and have continued to provide funding support for the Agri-business officer. Sarah Kelly who continues to strength and expand the business supporter network.

2022's Business & Biodiversity Platform www.businessforbiodiversity.ie

In 2022, the *National Biodiversity Data Centre* and the All-Ireland Pollinator Plan joined forces with *Natural Capital Ireland* and *Business in the Community Ireland* in bringing to the business community a **Business and Biodiversity Ireland** platform which in 2023 will provide: webinars, 'communities of practice', learning tools and courses for businesses who wish to strengthen their biodiversity credentials, through a collegiate-style, peer-learning platform, which ties into the European and global business and biodiversity entities.

Social Innovation

In 2022, we delivered two 'pitches' for the social innovation platform ChangeX (www.changex.org). This social innovation platform draws together excellent social innovation projects, 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 arrival of new wild bees as our climate changes

We also announced the arrival of the Hairy Footed Bee spotted in Harold's Cross Dublin in March 2022. You will recall we also announced the arrival of the Ivy bee on this island in November 2021. Climate change has brought another beautiful bee to our shores.

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**

2.0 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 seventh year, which builds on the targets within *The EU 2030 Biodiversity Strategy*, Ireland's *National Biodiversity Action Plan 2017-2021* (Objective 4); the new NBAP will be published in February 2023, 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 (optional).
- All of the simple, evidence-based pollinator-biodiversity mapped 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 **340** 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.

The structure of the National Biodiversity Data Centre will change in January 2023 to move out of the Heritage Council and become a private limited company with charitable status. This will include the All-Ireland Pollinator Plan 2021-2025 project.



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



3.0 INTRODUCTION

Businesses - custodians of our Natural Capital

We live in interesting times. Another year of dramatic world-impacting events has dominated the horizon with little respite for businesses on so many levels. However, this island saw a little ray of pollinator sunshine in March 2022 with the arrival of the wonderful *Hairy Footed Bumblebee* (Harold's Cross, Dublin).

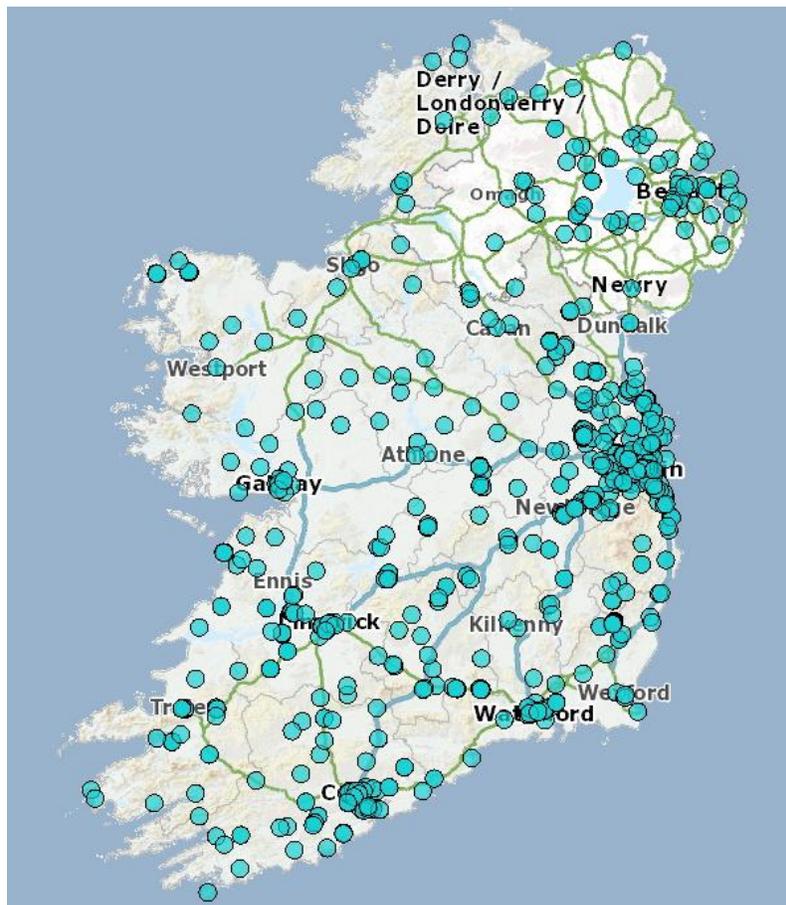
The Long Game – annual Review AND mapping of actions now mandatory

In 2021 we required businesses to report within 250 words on evidence-based actions they'd delivered. This year we made mandatory mapping those evidence-based actions on our GIS biodiversity-accountability portal '*Actions for Pollinators*'.

It was an ambitious but a perfect target to set ourselves. The vast majority of AIPP Business Supporters rose to the simple challenge and are delivering some incredible work for pollinators-biodiversity. We will start interpreting the data mapped in circa 5-10 years – so do consider it as part of the long game and a SMART. action. We can't monitor what we can't measure.

A Bee's Eye View

We will start communicating the stats from all the mapping by businesses in early 2023 via the Business Supporters newsletter. Thank you so much for taking the time. N.B. AIPP will continue to work with companies (the 'TBCs') still to map on '*Actions for Pollinators*'.



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

We are so grateful to Bord Bia's Origin Green Team for the financial support they have provided in 2022 to enable the AIPP to engage with Business Supporters – 55 of which are verified Origin Green Members. This report would not happen without that funding. It not only positions the agri-food, farmer/suppliers at the forefront of this 'call to action' but is also supporting an extensive network of multi-sector businesses across the island to understand this simple 'entry-level into biodiversity'.

AIPP deliverables in 2022 to Origin Green have included:

- Two '*Pathways to Biodiversity*' webinars for Origin Green, delivered to members and non-members in May and September with a total of 152 attendees across the two events.
- Numerous online webinars and meetings with businesses to present the simple entry-level into biodiversity *AIPP Business Supporters Framework*.
- Participation in, and speaking at, Bord Bia's annual Bloom event.
- Registering new business supporters and supporting companies in mapping their data.
- Signposting of businesses to other initiatives within the National Biodiversity Data Centre.

Business for Biodiversity Platform www.businessforbiodiversity.ie

In 2022 the National Biodiversity Data Centre has also been working with Natural Capital Ireland and Business in the Community Ireland to bring to fruition a platform to support businesses in their engagement with biodiversity. We are so grateful for the Platform's funding in 2022 and we look forward to moving forwards with this exciting project in 2023.

New Publications 2023

In 2022 the AIPP/National Biodiversity Data Centre published a New Solitary Bee Poster, the Large Carder Bee – Community project guideline and Solitary Bee Nesting guideline - part of the '*Protecting Farmland Pollinators*' EIP Project.

Also, developed in 2022 and to be released in 2023 for agri-business farmer/suppliers: Orchards for Pollinators guidelines, Meadows for Pollinators guidelines, Top 10 Planting guidelines and Carparks for Pollinators guidelines.

AIPP New Structure 2023

The *National Biodiversity Data Centre* is evolving moving from the aegis of the Heritage Council to become a private limited company with charitable status. This will open up new opportunities for partnerships, sponsorship and collaborations and we are really excited to start on this journey.

We remain humbled and are so grateful to businesses for the huge strides in actions being taken in support of the island's pollinators and wider biodiversity in this past year reflected in this *Annual Review 2022*. These are your stories.

Sarah Kelly - Agri-business Officer

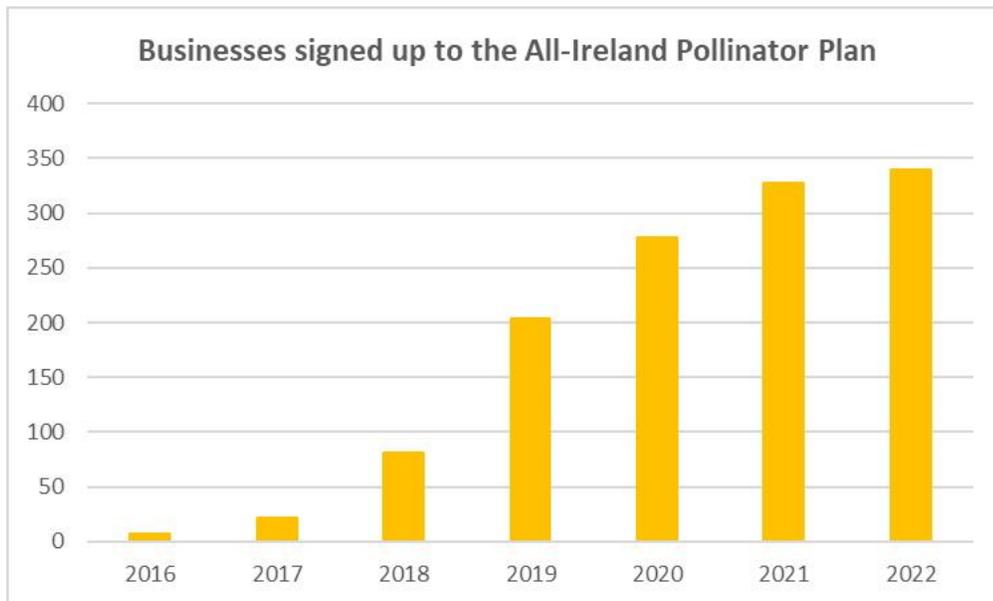
4.0 2022 ANNUAL REVIEW – the stats

This fourth Annual Review 2022 provides an update of the evidence-based actions 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 93 new businesses**, in the period 1 November 2021 – 31 October 2022 from 327 supporters to 420, was experienced.
- With the new 2021-2025 phase requirement for businesses to submit an Annual Review report and map actions on ‘Actions for Pollinators’, **80 have not submitted and will be removed from the business supporters list**. N.B. They may re-engage at any point.
- **55 of Bord Bia Origin Green’s verified member companies (until May 2023) have reported** which has been confirmed by Origin Green.
- For 2022, **340** (55 Origin Green members plus 285 other) businesses across the island are supporting the All-Ireland Pollinator Plan 2021-2025 (AIPP) through actions for pollinators-biodiversity.

N.B. The discrepancy between 340 businesses in our figure above and the numbering within the body of the report is due to how we list in our master database.



Year	2016	2017	2018	2019	2020	2021	2022	Total
NEW business supporters	7	14	65	139	49	142	*93	340

***2022 is the first year that mapping on ‘Actions for Pollinators’ mapping, Annual Review written response is mandatory.**

5.0 KEY LEARNING 2022 www.pollinators.ie

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, including key mitigation actions.

AIPP GUIDANCE BOX	<ul style="list-style-type: none"> • Sowing/scattering (or gifting) wildflower seed mixes is NOT a biodiversity action under the AIPP. • It is a <i>horticultural</i> action. Make the distinction.
AIPP GUIDANCE BOX	<p>Honeybees hives on your business site is NOT a biodiversity action under the AIPP.</p> <ul style="list-style-type: none"> • The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee. • Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association. • N.B. An apiary is entirely appropriate if a key part of your business.
AIPP GUIDANCE BOX	<p>Check the provenance of native pollinator-friendly hedgerow (OR individual tree) options. e.g. a <i>Blackthorn</i> purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.</p>
AIPP GUIDANCE BOX	<p>Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.</p> <ul style="list-style-type: none"> • Instead, think about early spring bulbs <i>Crocus/Grape Hyacinth</i> for early Bumblebees or Heathers or Herbs. • N.B. The likes of <i>Daffodils, Tulips, Busy Lizzys</i> have virtually no pollen value.
AIPP GUIDANCE BOX	<p>Are your mitigation actions in place?</p> <ul style="list-style-type: none"> • DO NOT sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action NOT a biodiversity action. • DO NOT choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action. • Choose Peat Free, Neonicotinoid Free products. • Eliminate pesticides. N.B. Continue to spot-spray invasive species. • Check provenance of native hedgerow/individual native tree options. e.g. a <i>Blackthorn</i> from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance. • Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.
AIPP GUIDANCE BOX	<p>Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?</p> <ul style="list-style-type: none"> • Are they implementing the evidence-based actions? And reporting on them annually to AIPP. IF NOT, WHY NOT?
AIPP GUIDANCE BOX	<p>Reduced mowing is the No.1 action to support wild bees on your business site.</p> <ul style="list-style-type: none"> • CUT+LIFT as this reduces soil fertility and allows natural regeneration of wildflowers. It may take 2 or 3 years – but it is a more sustainable and cost-effective method of providing food, shelter and safety for wild bees. Go #NoMowMay.
AIPP GUIDANCE BOX	<p>Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.</p> <ul style="list-style-type: none"> • They provide food, shelter, nesting (beneath) for Bumblebees and a ‘flight path’ to protect from wind, rain and predators. Don’t forget to retain <i>Bramble</i> and <i>Ivy</i> if present. • N.B. <i>Beech/Laurel</i> though beautiful are NOT great for pollinators.

	<ul style="list-style-type: none"> Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.
AIPP GUIDANCE BOX	Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.
AIPP GUIDANCE BOX	Encourage your farmer/suppliers to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland
AIPP GUIDANCE BOX	The AIPP can be a ready-made ‘Biodiversity Pillar’ within your sustainability strategy/plan. <ul style="list-style-type: none"> Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on ‘Actions for Pollinators’ GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie
AIPP GUIDANCE BOX	Need a community-focused project. Why not look at the Large Carder Bee specific guidelines www.pollinators.ie/resources
AIPP GUIDANCE BOX	Check out Ireland’s new Business for Biodiversity platform – a hub for Learning Knowledge (science) Policy insights www.businessforbiodiversity.ie

Top Evidence-Based Actions for 2023 www.pollinators.ie/resources

- What is good on your site?** Don’t strip-out a meadow and replace with an orchard. Not sure? Seek expert ecological advice. www.cieem.net
- No Mow** – Reducing mowing to create meadows/verges is an incredibly important, cost-effective, and *sustainable* action to provide food for our wild bees.
- Bulbs/Perennials** – include Crocus, Grape Hyacinth, Heathers or Herbs for planters/hanging baskets.
- Native Hedgerows (or Native Tree) + Ivy + Bramble** – Hedgerows are vital for food, nesting habitat and as ‘flight corridors’ allowing wild bees, and other biodiversity, to move around the landscape. Choose specific pollinator-friendly options. Site not big enough for a hedgerow? Plant a native pollinator-friendly individual tree(s).
- Orchards** – Are a great action! Where possible, choose Heritage fruit trees.
- Choose **Communication Actions** and engage with *employees, suppliers and community*. No land? Follow us on socials Twitter @PollinatorPlan and Instagram @AllIrelandPollinatorPlan. Or sign up for the Business Supporters monthly newsletter via skelly@biodiversityireland.ie
- Map/measure actions** – on ‘Actions for Pollinators’ and ‘say what you see’ via our FIT Count App.

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 confirmed OG verification of those companies eligible in Pages 11-64.
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 2023, we can see that business has a massive influence and power over what happens in and on the ‘landscape’. 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’.

6.0 Origin Green Companies A-Z – MANUFACTURERS

N.B. Origin Green has verified this list. Verified until 31/05/2023.

Name of Business	ACTIVITY UPDATE to support AIPP
<p>1a ABP Food Group Bandon</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Installation of vegetable allotments / Grow Your Own area for workers on site. • On site biodiversity area. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>Providing workers with access to biodiversity area on site.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Plant of multiple flower species on large grass bund surrounding aeration anoxic tank. • Planting of trees at site entrance. • Re opening of on-site bee hotel in biodiversity area. • Extending allotments and Grow Your Own area. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>AIPP GUIDANCE BOX</p>	<p>The AIPP can be a ready-made 'Biodiversity Pillar' within your sustainability strategy/plan.</p> <p>Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on 'Actions for Pollinators' GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie</p>
<p>1b ABP Food Group Cahir</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Tree planting – Local Cahir farmers have collectively planted 1030 due to the tree planting initiative which will further improve biodiversity on their farms along with reducing their carbon footprint. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Student Engagement – ABP Cahir has collaborated with the local secondary school to quantify biodiversity in the town. The students monitored the area that ABP has

planted native tree species and wildflowers to determine the impact planting has had on the surrounding area. This project demonstrated that planting native species within the community improves the species richness, and this will continue to be monitored in the coming years.

- There is a section of the noticed board allocated for biodiversity to allow all staff to see the progress being made.
- Benches are being set up to allow staff to spend a break outside in nature and enjoy the biodiversity on site that they may not get a chance to admire.
- **Community Engagement** – As a part of Biodiversity Week and World Bee Day Krista, Biodiversity Coordinator for ABP Food Group and Andy Moloney local County Councilor decided to plant wildflowers in the Inch Field, a local walkway in Cahir in collaboration with SN Mhuire Na Trocaire the local Cahir girl's primary school.
- Andy prepared the ground to ensure it was ready for planting. Krista gave each child a leaflet containing facts about bees and spoke to the children about the importance of letting wildlife grow and reducing the mowing of grass and cutting down trees. The importance of biodiversity awareness is crucial and instilling this at a young age is vital and for this reason there are plans to collaborate with the school in the future.
- National Heritage week commenced on the 13th of August and ended on the 21st. This celebrates all things heritage and brings the community together.
- ABP was asked to display a stand to showcase biodiversity on site and explain to the community about the importance of maintaining the biodiversity we have and how to remove and prevent invasive species in a safe manner.
- Krista Keating the Biodiversity Champion attended the Cahir Sunday Funday on the 21st of August representing ABP Cahir. An ABP stand was get up with a bee hotel to demonstrate the benefits bee hotels can have on pollinators.
- Many individuals were asking how to be more biodiversity conscious in their own gardens and what to plant for pollinators. Spreading knowledge and making people more aware of their actions is crucial in preventing biodiversity loss.
- The day was a great success as there was interest from both children and adults about the progress of ABP and how they are planning on maintaining biodiversity in the area, while also making people aware that their actions have an effect on their surroundings.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Engage with local primary and secondary schools to increase the numbers of trees and wildflowers planted within the local community.
- To update the biodiversity area in Cahir by creating a walkway to allow surveys to be carried out and to allow the area to be seen more clearly.
- Reseeding the area and replanting and maintenance will be carried out.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. We are integrating the Pollinator Plan.

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We intend to ensure we keep up with celebrating World Bee Day.
- Encouraging staff to get involved with biodiversity on site by enjoying the benches and biodiversity onsite.

- Continue maintaining the biodiversity area and removing invasive species through natural means.
- Continue community engagement by getting involved with the Tidy Towns and local primary and secondary schools.

AIPP GUIDANCE BOX **Sowing/scattering (or gifting) wildflower seed mixes is NOT a biodiversity action under the AIPP.**
It is a *horticultural* action. Make the distinction.

1c ABP Food Group Clones



An initiative by **BORD BIA**
IRISH FOOD BOARD

Signed up December 2016
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We planted 1,250 trees across 44 national schools in Co Monaghan in March.
- The Native Irish trees were sustainably sourced within the county via Greenfingers Garden Centre in Co. Monaghan. Throughout the project we felt every school engaged extremely well with large participation with children, parents, and teachers alike in relation to learning and understanding the ecological benefit of trees. The project showcased the company's commitment to protecting the environment and being more sustainable. Photos and video footage was taken throughout the week of the tree planting. A presentation/video/poster has been sent out to all schools who participated in the initiative.
- In addition, ABP Clones has presented Monaghan County Council a mature crab apple tree which was planted in Barry McGuigan Park situated within Clones town. This tree has been planted in collaboration with the 1,250 trees planted across the 44 schools.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The site has been uploading actions to the ABP newsletter and promoting our actions online to make others more aware of what ABP is doing in terms of biodiversity and how they hope to improve biodiversity not only on site but within the local community.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We completed our tree planting project in the beginning of March.
- We are now looking to improve our own biodiversity corridor on site here. We are also thinking of new ideas for 2023 with planting trees within our own biodiversity corridor being top of our agenda. We are also considering creating a walkway with recycled benches for a seating area around our biodiversity corridor which would be open to our employees for walks during break-times.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

<p>1d</p>	<p>ABP Food Group Nenagh</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> We have planted 15 trees (Silver birch, Mountain ash) in a field on site to provide additional habitat for biodiversity and pollinators. Furthermore, wildflowers were planted in this newly created "Biodiversity Hub and 5 insect hotels were implemented. This will improve biodiversity on site and provide connectivity to the established ecosystem in the ditch. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> 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. This project carried over from 2021 and received great feedback from farmers. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>We intend to continue working with farmers as well as collaborating with local primary schools to increase awareness of the value of pollinators and biodiversity and create habitat.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES. The biodiversity hub was logged previously.</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>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>AIPP GUIDANCE BOX Check the provenance of native pollinator-friendly hedgerow (OR individual tree) options. e.g., a <i>Blackthorn</i> purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.</p>		
<p>1e</p>	<p>ABP Food Group Rathkeale</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> There is no mowing or cutting going on in our Biodiversity Corridor. There is a high vintage stone wall around the factory which serves as a nesting habitat for wild bees and bumblebees in the hedgerows. There are no pesticides used near our Biodiversity Corridor, only used where necessary in spots-spraying. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>

We communicated with Tidy Towns committee in Rathkeale, and most of their 2022 projects were completed, but we are actively engaging with them towards next year.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We're looking to engage with our community to get involved in sowing the wildflower seeds, and looking at installing birdboxes, and bat-boxes in our biodiversity corridor. We are going to plant some pollinator friendly flowers in our flower baskets next spring to attract more pollinators to the site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. We are integrating the Pollinator Plan

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

AIPP GUIDANCE BOX

Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, a 'flight path' to protect from wind, rain and predators, and nesting (beneath) for Bumblebees. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

1f ABP Food Group Slaney

Signed up December 2016
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- No use of pesticides on our site except for spot-spraying when necessary.
- Maintained the large number of trees and shrubs located on the site.
- Identified three specific areas on site for further development of biodiversity areas for the site, planning in progress for each area.
- Implementing plans for additional tree planting offsite with our suppliers.
- Bird boxes ordered for trees already located onsite.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Implemented the biodiversity policy to the site.
- Discussed plans with management both onsite and offsite to raise awareness and gather support.
- Continued target under Origin Green with updates provided for 2021 and initiatives laid out over the coming years of the plan.
- Through our collaboration with UCD Lyons Farm and ABP, we are evolving into further next steps on biodiversity and wider environmental matters on the farm, e.g., through the study of the impact of sward type on water usage, water quality and on farm biodiversity in dairy calf to beef production systems.
- During 2021, there were several visits organised at UCD Lyons Farm to discuss the benefits of the UCD Smartward Project. There were also several articles published on the Slaney Farmers website regarding multi-species swards and biodiversity in general.

		<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Tree planting offsite on supplier farms, application forms and types of trees identified will be rolled out over the coming months. • Progress our 3 areas onsite identified as designated biodiversity plots. • Add bee hotel and other pollinator friendly infrastructure to our gardens. • Raise awareness with all employees through inductions, training and information posters/signs • Engage further with the local community group to provide support for any biodiversity initiatives in the community. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>AIPP GUIDANCE BOX</p>		<p>Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.</p>
<p>1g</p>	<p>ABP Food Group Waterford</p>   <p>An initiative by BORD BIA IRISH FOOD BOARD</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? 100 indigenous trees planted on-site and at the reservoir field.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have made it known across the site that a Biodiversity Champion has been elected and if there are any queries related to biodiversity. • There is a notice board that displays biodiversity actions to let the site know the actions that are being taken to make steps towards improving biodiversity on site. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We have been in contact with W.I.T about a joint diversity corridor at their W.I.T Arena site, awaiting feed back from them. This may be a project for 2023 • Ferrybank GAA club and a local councillor have also been contacted about a similar project on the GAA ground or local area. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>

1h

**ABP Food Group
Munster Proteins**

Signed up August 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The company has previously planted trees, hedging and grass areas throughout the site.
- The site is looking into planting within the community as there is limited availability to plant on site as trees have previously been planted and the space is not available to us anymore.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

As we are in the beginning stages of our biodiversity on site, we have decided it might be possible to have a meeting with the biodiversity champion of ABP Cahir to discuss some possible actions Munster Proteins can take part in. This is something we plan to discuss in the coming months.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We hope to collaborate with our local community and have the biodiversity champion from Cahir to come over and determine what can be done with the space available and possibly come up with projects regarding biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

1i

**ABP Food Group
Waterford
Proteins**

Signed up March 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Trees.** The Company have planted an area of our biodiversity corridor with native Irish Oak and Birch trees.
- Entrance flower box replanted to a new design.
- Summer hanging baskets installed.
- **Owl Box.** The Company have commenced a project to breed Owls on site. The idea is to install an Owl box in the small wood at our biodiversity corridor. The box has to be facing away from the prevailing weather and designed to a specification. The materials are purchased. The aim is to reduce the amount of rodenticide in our bait boxes as the Owls will help control the rodents. A family of Owls will eliminate ten rodents every night. We have contacted our pest control contractor with an aim to supply a rodenticide which will not harm the Owls. Owl box built and installed in the wood behind the security hut.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- There are notice boards on site to let all staff members know the actions that are being carried out on site. The actions are also sent out to the ABP newsletter to let other sites know what Waterford Proteins is doing to improve biodiversity on site.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Winter hanging baskets to be installed.
- Wildflower mix was planted around the new tree development. Picture attached.
- New shrubs to be planted on approach road at factory entrance.
- We will look at the owl box status. The box was installed after the nesting season, so we must wait until early 2023 to see if there is activity. We will install another box in a different location if there is no activity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.
- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is **NOT** a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance** company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.

2

Aldi Stores Ireland

Signed up October 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Maintained the wildflower meadows at the Regional Distribution Centres in Cork and Kildare. Both meadows provide a habitat for endangered species. They contain signage, bird boxes and insect boxes.
- Continued with the 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. To date, 500,000 trees have been planted.
- The walkway around the pond was completed and replanted with native pollinators in Mitchelstown.
- Mitchelstown have reduced pesticide use to hard surfaces & invasive species.
- Reduced grass cuttings in RDCs with short & long flowering cuts in place & continuing to use electric robotic mowers in Mitchelstown

- In 2022, we sold high-pollinator plants in-store during our Garden Madness Bee Happy Event on sale from 02.06.2022. This was a full range of 4 mixed trolleys, all plants were approved by the Pollinator Plan.
- Below flowers are on site in Mitchelstown.



2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Promoted our 'Bee Happy Garden Madness' campaign in June which included a piece in the leaflet & 4 trolleys of high-pollinator friendly plants.
- Educated our staff through informative articles on our internal communications platform.
- Informed buying teams & encouraged our Irish suppliers to sign up to the All-Ireland Pollinator plan.
- Showcased an infographic at Bloom & Ploughing Championships of Tree Planting pledge highlighting the benefits of planting and carbon reduction.
- Uploaded several social posts on Tree Planting, Tree week & International Forestry Day.
- Mitchelstown brought a horticulturist to advise and train the maintenance team to self-deliver landscaping on season maintenance works and replenishing spent plantation cross the site.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Look to enhance our Green Roofs in our stores.
- Make our stores & carparks more pollinator friendly through planting.
- Continue to plant native trees in 2022 to reach 1 million native trees target.
- Investigate donating high-pollinator plants to charity partners.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.

- Instead, think about early spring bulbs *Crocus/Grape Hyacinth* for early Bumblebees or Heathers or Herbs.
- N.B. The likes of *Daffodils, Tulips, Busy Lizzys* have virtually no pollen value.

3

Aurivo
Co-operative
Society Ltd.



Signed up October 2022 – new business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **YES**

UPATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- In 2022, Aurivo became a Business Supporter to the All-Ireland Pollinator Plan. This year we supported The Great Yellow Bumblebee project.
- The Great Yellow Bumblebee is Ireland’s rarest bumblebee species, and The Mullet Peninsula & surrounds holds what is probably the only remaining healthy population of this species in Ireland.
- We supported the project by sponsoring Bee-friendly perennial plants & bulbs to the local **Tidy Towns**, apple trees to 6 of the local primary schools & bags of multi sward grass seed mix to a local farmer through our Homeland Stores Network.

List of Plants and bulbs we provided to the Tidy Towns:

Qty	Description	Size	Quantity	Description
18	Rosemary officinalis	9cm	7.00	Bluebells Non Scripta 'Dutch Grown' 35 Bulbs 7/8
18	Thyme Common	9cm	1.00	Muscari armeniacum 100 bulbs 5/6
18	Buddleia 'Buzz Hot Raspberry'	9cm	7.00	Galanthus woronowii 35 bulbs pack 5/6
18	Buddleia 'Buzz Sky Blue'	9cm	5.00	Crocus species Mixed 50 bulbs pack 5/+
12	Achillea 'Moonshine'	2L		
12	Coreopsis verticillata 'Zagreb'	2L		
18	Crocsmia 'Babylon'	2L		
18	Crocsmia 'Lucifer'	2L		
12	Leucanthemum 'Becky'	2L		

- On the back of the success of last year’s tree planting project (30,000 trees in 2021), Aurivo will be again offering 30,000 free native Irish trees (2022) that are also pollinator friendly such as Birch, Rowan, Whitethorn, Scots Pine & Willow available to local community groups, farmers, suppliers, schools, customers and colleagues to plant in their local communities from November.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- As part of the Great Yellow Bumblebee project we also created a Great Yellow Bumblebee & General Pollinators awareness blog on our Homeland store website and put-up pollinator awareness signage in our 10 garden centre locations.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue with the Great Yellow Bumblebee habitat restoration and development project. Expand the pollinator-friendly tree planting within our local community. Increase awareness among our employees & Farmers.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. Through Origin Green.

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES (Gold Member).

**AIPP GUIDANCE
BOX**

Seeking a community-focused project? Why not look at the Large Carder Bee evidence-based guidelines www.pollinators.ie/resources

4	Ballykilcavan Brewing Company	Signed up February 2022 – NEW business supporter Mapped site(s) on Actions for Pollinators – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Protect existing pollinator habitats: Length of existing flowering hedgerow protected (m) – 100 (along Back Lawn field). Length of existing drystone walls protected (m) – 500 (along dry section of old mill race and in Long Meadow field). Other pollinator friendly habitats protected – Orchard (old walled garden). • Reduce mowing: Area managed as long-flowering meadow-1 grass cut & lift/year (m2) – 200. Area not cut during “No-mow May” (m2) – 500. • Native wildflower meadow: Area of native wildflower meadow maintained (m2) – 200. • Reduce pesticide use: Area where herbicide use has been eliminated (m2) – 500. • Other: Maintain wild bee colony in old farmyard. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Staff training to all brewery staff on measures being taken and on benefits • AIPP discussed during two sustainability workshops run by us in conjunction with Laois Chamber of Commerce. • Introduced AIPP to over 40 people at two sustainability workshops at the brewery in July and August 2022. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Maintain all above areas.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – Origin Green</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES</p>
AIPP GUIDANCE BOX		Encourage your farmer/suppliers to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland
5	Ballymaloe Foods	Signed up April 2019 Mapped site(s) on Actions for Pollinators – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Sponsoring and maintaining L-2998-0 Roundabout that has a wide variety of pollinator friendly plants. • Purchase pollinator friendly shrubs for every staff member at Ballymaloe Foods. • Asking our growers and ingredients suppliers to maintain natural hedgerows, and allow more space around their farms to allow wildflowers to grow.



- Also asking them to reduce their use of fertilizer.
- Purchased and installed educational signage of pollination friendly areas in Ballymaloe Farm.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Purchased and installed educational signage of pollination friendly areas in Ballymaloe Farm.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Maintain our sponsorship of L-2998-0 Roundabout with a wide variety of pollinator friendly plants.
- Purchase pollinator friendly shrubs for all our team members.
- Put further pressure on our growers and ingredient suppliers to improve pollination friendly activities on their farms.
- Purchase additional signage for Ballymaloe Farm to increase the education of pollination friendly activities.
- Take over barren/wasteland ground at the entrance to our business estate and grow pollinator friendly shrubs.
- Ask a pollination expert to come and talk to our staff.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.

- Instead, think about early spring bulbs *Crocus/Grape Hyacinth* for early Bumblebees or Heathers or Herbs.
- N.B. The likes of *Daffodils, Tulips, Busy Lizzys* have virtually no pollen value.

6

Bandon Co-Op

Signed up January 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- White Thorn & Black Thorn distributed to Bandon Co-op milk suppliers through the West Cork Tree Project.
- No Mow Zone competition across all Bandon Co-op social media in June/July encouraging people to share photos of their No Mow Zones in their gardens and awarding 2 winners with vouchers to purchase €100 worth of Pollen-rich plants or bulbs or native pollinator-friendly trees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Selection of guidelines for supporting pollinators printed on waterproof paper and displayed around 3 garden centres.
- Raising awareness of pollinator-friendly plants with our Biodiversity Board in Bandon Co-op Enniskeane and highlighting pollinator-friendly plants to customers in store

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Starting Oct 2022 we are stocking a large range of pollinator-friendly hedging options. We are displaying these on our website and writing a blog post about supporting pollinators which will suggest native Irish hedging as a great way to support biodiversity. This blog post will also promote pollinator-friendly spring bulbs to encourage people to plan in advance to support pollinators ahead of Spring.
- We are planning to distribute leaflets to Farming community at an Agri event on Oct 21st and 22nd (with support from Biodiversity Ireland).

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We have just launched a sustainability advertising campaign which includes information on trees planted and other sustainable measures that are in our sustainability plans for the coming years.

AIPP GUIDANCE BOX

Native hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, a 'flight path' to protect from wind, rain and predators, and nesting (beneath) for Bumblebees. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- For agri-food businesses working with our fantastic farmer-suppliers – do reiterate that to manage hedgerows for biodiversity is an incredibly important action.

7

Barry John Sausages



Signed up February 2022 – NEW business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We kept our cutting and mowing to a minimum this year, only 2 cuts.
- We planted native trees, fruit trees and hedgerows in our pollinator garden.
- We have put in some nesting hotels for the bees for winter.
- We haven't used any pesticides during the year.
- Unfortunately, our wildflower meadow didn't flower as well as we had hoped this year, so we are going to go at it again for next year's flowering and plant some native bulbs/herbs amongst it to enhance it.
- We also planted some flowering shrubs along the verges of the garden taking into consideration different plants for different seasons, these all bloomed very well.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We raised awareness with our staff explaining the importance of what we were doing with our pollinator-biodiversity area within our business.
- We found the staff to be very interested in this and a lot of them took what we discussed home to their families and also created pollinator friendly areas in their gardens at home.

- Staff enjoyed sitting in the garden during their breaks and were always keen to spot how many pollinators visited the garden during the day.
- We had some staff team building days where we all took to the garden area and planted seeds/bulbs and built the nesting hotels together. (I know an outdoor action, but an awareness action also).

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Maintain our existing plans to increase our garden area and plant more native bulbs/herbs this year. Build some butterfly hotels this year. We are going to put up some outdoor signage to let the community know about pollinating actions and perhaps have chats with some of our neighbours to get them involved.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – we joined in Feb 2022 and have integrated the Pollinator Plan into our Biodiversity Strategy.

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

AIPP GUIDANCE BOX

- **Sowing/scattering (or gifting) wildflower seed mixes is NOT a biodiversity action under the AIPP.**
- It is a *horticultural* action. Make the distinction.

8

Beara Bitters

Signed up February 2022 – NEW business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **YES**



An initiative by
BORD BIA
IRISH FOOD BOARD

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- I restricted the mowing of the lawn areas in sections in the springtime to allow plants to set flowers. I did notice more flowering plants in the habitat once they were allowed to grow and flower. However, I did notice that the areas that I mowed sporadically were very empty after mowing, they didn’t seem to regenerate even with months to recover. In fact, they are still a brown patch. This may be because I removed the cuttings so that there was far less nutrients available to the grass afterwards.
- Unfortunately, I did not see the bee orchids this year, which were there last year (1 plant, so it could have just been chance).
- No pesticides or herbicides were spread in the sections managed by me.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- I have collected wildflowers locally and saved the seed from them. These I made into seed bomb and spread locally.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- I would like to expand the area that I have restricted the lawn mowing on.
- Continue to not use herbicides, fungicides or pesticides.
- I do intend on planting more pollinator friendly plants.
- I **don’t** intend on getting a hive or hives of honeybees.
- I intend on collecting my flower’s seeds again to propagate them. I did that this year and last year to keep the flower collections that I’m happy with. Cleaning and winnowing the seeds is a challenge in itself.

- I would like to integrate the Pollinator Plan in with the Kildare Public Participation Network, the draft Kildare Local Area Plan and with the Kildare Environmental Network.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

AIPP GUIDANCE BOX

Reduced mowing is the No.1 action to support wild bees on your business site.

- CUT+LIFT as this reduces soil fertility and allows natural regeneration of wildflowers. It may take 2 or 3 years – but it is a more sustainable and cost-effective method of providing food, shelter and safety for wild bees. Go #NoMowMay.

9

Begleys Fresh Produce Group



An initiative by BORD BIA IRISH FOOD BOARD

Signed up May 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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.
- We have also increased the space at the sides of some sites to allow more of an area for biodiversity.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Whilst this was our first year growing indoor protected crops (Cues) we didn't use any bees as that crop didn't require them, with looking ahead should we grow other crops this would become a focus for us.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

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 2023 in the above glass house mentioned as it's a 2-acre site.

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

Yes this plan is now a part of our sustainability/biodiversity strategy across all arms and sites of our business and will make up an area in the Origin Green tasks.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

We logged it as a goal this year but with other areas being more of a focus it is an area we are planning to focus more on in the coming year as we look to increase the ways we sustainably grow our crops with a lot of our crops needing bees such as Pumpkins, Courgettes etc.

7. Is there anything else you'd like to share with us on your pollinator/ biodiversity journey?

There were lot of areas and process which we were undertaking across our sites but not in a uniform targeted manner so by joining Origin Green has benefited us as we can now set overall targets, monitor, and track outcomes better which has a better outcome for the environment.

<p>AIPP GUIDANCE BOX</p>	<p>Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.</p>
<p>10 Belview Egg Farm Ltd.</p>   	<p>Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? No use of pesticides – strimming only.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022? Displaying of the 2022 certification & notification/ training to the relevant staff on the company's NO PESTICIDE policy.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Signage to be displayed at the Crayvall Egg Production site on the half acre site aside for biodiversity.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>AIPP GUIDANCE BOX</p>	<p>Honeybees hives on your business site is NOT a biodiversity action under the AIPP.</p> <ul style="list-style-type: none"> • The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee. • Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association. • N.B. An apiary is entirely appropriate if a key part of your business.
<p>11 Boann Distillery Ltd.</p>   	<p>Signed up October 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <ul style="list-style-type: none"> • Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? • We planted 1000 oak trees and 1000 native broadleaf trees as part of our distillery barrel sustainability program. The trees were planted by the distilling team from the distillery on Swainstown Farm, Co. Meath. • We reduced mowing and spraying on the Ringlestown orchards as a trial to start moving the orchards to organic principles. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We share the AIPP monthly newsletter with all staff by email. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>

- We will plant another 1000 oak trees and 1000 native broadleaf trees as part of our barrel sustainability plan.
- We will reduce further mowing (No Mow May) and also spraying on the Ringlestown orchard.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Check the provenance of native pollinator-friendly hedgerow (OR individual tree) options. e.g. a *Blackthorn* purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.

12

Carbery Food Ingredients

Signed up March 2019

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



An initiative by **BORD BIA** IRISH FOOD BOARD

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Phase 3 of the Carbery Trees project was rolled out, with another 60,000 trees procured for distribution to farmer suppliers for planting in early 2022.
- We distributed 30,000 tulips bulbs to farmers and visitors during our Open week in Oct 2022.
- A new mixed native hedge was planted along the main road to the factory. Species include holly, hazel, hawthorn..
- The finished scheme will include rows of daffodil bulbs and mown grass.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

In May, we held a beekeeping workshop for employees, beekeepers from Cork Beekeeping Association presented and shared the benefits of beekeeping. We also developed a biodiversity booklet for farmers which was distributed at farm walks during the summer.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- A new planting scheme is currently underway at the waste treatment facility to screen views, reduce noise and odour.
- The planting consists of a double row of evergreen trees to match existing trees. A buffer of mixed over 200 native trees and shrubs is planted outside the evergreen trees to improve the visual appearance of the screen planting.
- The species consist of Oak, hawthorn, birch, mountain ash, crab apple, blackthorn and Scots pine. This woodland corridor will provide a valuable corridor for birds, pollinators and wildlife. The floor of the corridor will be seeded with pollinating species of wildflowers.
- We hope to complete a planting project with our Green Team onsite in late 2022-early 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, nesting (beneath) for Bumblebees and a 'flight path' to protect from wind, rain and predators. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

13

Compsey Creamery



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Our managed established hedgerows containing brambles, ivy, stinging nettles and elder continue to provide food for pollinators from spring to late autumn.
- We maintained the areas of unmown grass to encourage wild plants. Red clover, prickly sowthistle, bindweed, buttercup, and campion among others are present in the areas.
- We put 3 bee hotels on our boundary fence to provide shelter for bees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Twitter post for World Bee Day 20th May 2022.
Twitter post for International Day for Biological Diversity 22nd May 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Add signs to our wildflower areas
- Removal of large docks from our developing wildflower areas to stop them dominating

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

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

AIPP GUIDANCE BOX

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.
- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.**

14	Country Crest	Signed up December 2016. Mapped on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Left permanent grass strips in orchard. Will sow Yellow Rattle within these strips in Autumn of 2022. • Carried out on site landscaping to include bee-friendly varieties of annuals and perennial flowers. • Continuing with our 3-year rotation hedge mowing plan. • Plant various single native trees throughout site and farm. • Non use of any pesticide in orchard. • Incorporated more wildflower areas within the main site and out-farm buildings. • Sown 1ha of sunflower seeds to provide pollen and nectar to the local bumble and bee population. Public invited to cut flowers and donate to local charity. • Install solitary bee hotels (Drilled blocks of wood) at various locations on site. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Staff information talks and social walking around the site so staff can see the various workings of the plan and are encouraged to ask questions. • Post various photos of the areas such as the wildlife pond, Orchard and apiary within the office buildings so staff can see what's happening. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • To continue with the above plan with some more detail. • To develop a 3Ha site of wetland area which will be used to encourage wildlife and plants to grow. Groundwork and planning has already commenced. • Introduce more solitary bee shelters, bee hotels and bat boxes. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (.e.g. ISO14001:2015)? NO</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>AIPP GUIDANCE BOX</p> <p>Honeybees hives on your business site is NOT a biodiversity action under the AIPP.</p> <ul style="list-style-type: none"> • The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee. • Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association. • N.B. An apiary is entirely appropriate if a key part of your business. 		
15	Danone Wexford Nutricia Infant Nutrition Ltd.	Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?



An initiative by BORD BIA IRISH FOOD BOARD

- Three large planters were planted with a variety of pollinator friendly plants outside our security building. Plants in the pots included Lavender, Nepeta, Marigold, Dahlia, Aster, Daisy, Thyme and others.
- In a protected area behind our sound barrier three bee hotels were installed. We came to the conclusion that this was the best area to install the bee hotels on our site as there was already a habitat that promotes pollinators, and it will not be disturbed.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We regularly communicate with employees through our weekly newsletter. This year we included information about:

- Bee emergence and encouraged employees to take part in the bee recording system collected by the National Biodiversity Data Centre.
- We shared the guide on building pots for pollinators.
- We update employees on the actions we took as part of AIPP, this year installing the pots for pollinators and the bee hotels.
- We planted bee bombs with a local primary school in a neighbouring park. Danone sponsored the bee bombs. We also gave a short talk with the school children about the importance of biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- One third of all grassy areas mown under a pollinator friendly regime-5 cut and lifts/year (m2).
- Plant clover on grass bays.
- Deliver pollinator workshop to staff.
- Measure/review protected wall areas.
- Add in more pollinator friendly plant boxes.
- Remove any thistles on site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

AIPP GUIDANCE BOX

Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.

16

Dawn Farm Foods



An initiative by BORD BIA IRISH FOOD BOARD

Signed up September 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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.
- 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 has grown to be an attractive bee friendly space.
- We also have bird boxes and “bee hotels” placed at different locations on site.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- In 2022, we continued our communications campaign on site to promote Biodiversity and the role pollinators play in food production.
- We placed information posters around the site, in the offices and canteens and in the springtime, we again made pollinator friendly wild-flower seeds available for staff to take home free of charge and plant in their gardens.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

In 2023, we intend to re-visit our designated pollinator area on site and improve it by incorporating more pollinator friendly wildflower seeds and look to extend the area if possible. We will also investigate Biodiversity initiatives in the local Naas area that we can support possibly through the Kildare Biodiversity Action Plan.

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

5. Have you integrated the Pollinator Plan into your Sustainability/Biodiversity Strategy/ESG/CSR/ EMS (e.g. ISO14001:2015)? NO

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

AIPP GUIDANCE BOX

- Encourage your farmer/suppliers to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland

17

Dawn Meats Group



Signed up June 2019

Mapped on ‘Actions for Pollinators’ – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We constructed wetlands, planted trees and permitted areas to go wild, and manage water ways close to our sites.

We support initiatives such as Tidy Towns. For example, we:

- filled and planted 100 hanging baskets at Ballyhaunis in Mayo and funded a glasshouse and bug hotel at a local national school.
- planted nine containers with pollinator friendly plants, prepared a new wildflower area and collected litter at Mooncoin.
- support Kilkenny County Council’s 3-year initiative “[Let’s Team Up to Clean Up, Together for Kilkenny](#)”.

We support the [Hen Harrier Project](#) by working with a cohort of the 4,000 farmers to graze cows and older beef animals on upland grasses in summer, before processing them in the autumn. The number of breeding pairs is recorded in the headline indicator, and in 2021, 62 breeding pairs were recorded in the 6 Special Protection Areas. Further data will be available once the project concludes in 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We collaborated on a project with the Green Schools Committee and second-class pupils from a national school local to one of our sites. Apart of the Biodiversity Green Flag scheme, pupils were encouraged to learn the value of wildflowers and plants for bees/pollinators.

- The importance of biodiversity is communicated through our Dawn Direct newsletters and during our annual Environmental Week.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Review our biodiversity strategy. We engaged a consultant ecologist to assess the potential for advancing our biodiversity strategy, including proposing new site Biodiversity Actions Plans, with initiatives to be adopted from 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? NO, and we plan to do so from year end 2022.

AIPP GUIDANCE BOX

Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?

- As a supplier are they implementing the evidence-based actions and reporting/mapping them annually to AIPP. IF NOT, WHY NOT?

18

Dawn Pork and Bacon



Signed up May 2020

Mapped on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Designated 4730 m2 to create a naturally regenerated long wildflower meadow through reduced mowing (once a year).
- Flower Insect Timed Count (FIT) to collect new data on the number of flowers visiting insects. Details uploaded on FIT Count and National Biodiversity.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Biodiversity initiatives were uploaded on the TV screens in both canteens and relevant posters and information on display on Environmental noticeboard.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To be discussed in Q4 of 2022.

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

<https://pollinators.biodiversityireland.ie/Site> Site actions recorded.

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

National Biodiversity Data Centre Capture App. is not very user friendly. FIT Count App used in the UK is much more user friendly.

AIPP GUIDANCE BOX

Reduced mowing is the No.1 action to support wild bees on your business site.

- CUT+LIFT as this reduces soil fertility and allows natural regeneration of wildflowers. It may take 2 or 3 years – but it is a more cost-effective and sustainable method of providing food, shelter and safety for wild bees. Go #NoMowMay.

19

Dole Ireland
(formerly Total Produce)



Signed up February 2021 – (rebrand May 2022)
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Swords:** Our Swords site maintained its pollinator-friendly planters and reduced mowing by 10%.
- **Balbriggan:** Maintained initiatives from last year and reduced mowing to twice a year—mowing occurred in April and September.
- **Galway:** Inserted 12 new flower beds (2mtrs x 1mtr). Flowers included; Tansy, begonias, marigold, Derek, asters and summer bedding plants.
- **Beresford Street:** We created Planters and bird boxes that are made from recycled pallets from site. The new boxes are filled with organic compost.

One Planter has herbs; Chives, Rosemary, and Thyme Two planters have:
Yarrow, Kidney Vetch, Clustered Bellflower, Nettle Leaved, Bellflower, Common Knapweed, Greater Knapweed, Wild Carrot, Viper’s Bugloss, Lady’s Bedstraw, Meadow Cranesbill, Common St. John’s Wort, Field Scabious, Meadow Vetchling, Common Toadflax, Birdsfoot Trefoil, Purple Loosestrife, Wild Marjoram, Self Heal, Yellow Rattle, Small Scabious, Betony, Hedge Woundwort, Devilsbit Scabious, Wild Red Clover, Dark Mullein, Tufted Vetch, Corn Cockle, Corn Flower, Corn Chamomile, Corn Marigold, Corn Poppy. Most of the above are self-seeding.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We conducted the 5-step workshop which brought colleagues through the importance of sustainability and highlighted biodiversity initiatives that we could do.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Introduce bee hotel in Beresford Street.
- Sponsor a community biodiversity initiative.
- Increase outdoor initiatives at our sites.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

20

Dromod Boxty



Signed up October 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**

AIPP GUIDANCE BOX

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.

- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance** company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.

21

Farmers to Market



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Throughout 2022 we have continued to reduce our mowing.
- We doubled in size our wildflower meadow.
- We also introduced a bee and butterfly corridor along the river which runs through the farm.
- We introduced two bee hotels.
- We continue to not use any pesticides.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We hosted a visit from Mad Egg, a Dublin based chain of restaurants.
- We also hosted visitors from other retailers and a number of school trips where we explained the work we do and biodiversity and how this all helps in protecting the natural habitat.
- We continue to raise awareness with our colleagues in team meetings.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We plan to get the bird boxes built in 2023.
- We will continue to manage our wildflower meadows and reduce mowing.
- We will continue to manage our bee hotels.
- We will plant fruit trees around the farm and trees in general.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES we continue to incorporate our Pollinator Plan within our Sustainability Strategy

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We plan to establish the bee and butterfly corridor along the bank of the river over the next 3 to 5 years.
- We will plant shelter belts around the edge of the western boundary of the farm in stages over the next 3 years.

**AIPP GUIDANCE
BOX**

Check out Ireland's new Business for Biodiversity platform – a hub for Learning | Knowledge (science) | Policy insights www.businessforbiodiversity.ie

22

Finnegan's Farm

Signed up January 2018

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES****UPDATE 2022****1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?**

- Development of our bee- friendly environmental area which borders Balrath Woods (a 50-acre wood with a large number of species of trees).
- As part of our Integrated Pest Management we planted a mixture of wildflowers in the headlands and tramlines of our Brussels Sprout Crop. Aphids and Pests do not like the mixture of the different varieties included and as a result they act as a natural deterrent and also reduce the need to spray the crop for unwanted pests. The wildflowers also build a shelter for natural pest eliminators that feed on pests and aphids.
- Hedgerows were maintained to encourage natural biodiversity while at the same time acting as a shelter for organic pest control.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

School Visit to local school providing assistance, guidance and funding to help them erect 2 bug hotels on the premises.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Introduction of a tree planting initiative on the farm introducing trees with honey plants that supply the bees with their food.
- The planting of cover crops on all idle/ stubble ground to provide a home for wildlife and insects, providing food and shelter for the Winter.
- Retain and manage existing biodiversity habitats rather than establishing new ones e.g. ponds and wetlands, woodland plots, wider field margins, awkward field corners and non-invasive hedgerow management.
- Introduction of Bat Boxes to our environmentally sensitive area.
- Effective Nutrient Management Planning which involves using crop nutrients as efficiently as possible to improve productivity while protecting the environment. NMP helps to reduce excessive nutrient build up and lessen environmental risks.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES**5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? N/A****6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES****AIPP GUIDANCE BOX****Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.**

- They provide food, shelter, nesting (beneath) for Bumblebees and a 'flight path' to protect from wind, rain and predators. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

23a

**Foyle Food Group
Donegal**

Signed up December 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have started our biodiversity journey by reducing our mowing of grasslands on site, along with sowing our native wildflower garden.
- We have committed to protect our hedgerows to safeguard habitats and provide food for pollinators.
- The Donegal site team completed a community litter pick, where staff volunteered their time to collect litter within their local communities.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Communicating with staff on a monthly basis regarding biodiversity projects within the business.
- Promoting biodiversity with producers through online platforms and producer club events, engaging in biodiversity enhancements at farm level.
- Foyle Food Group has launched their first Environmental Week in 2022, concentrating on 4 main topics, including the importance of biodiversity.
- Biodiversity policy in place and shared with employees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Donegal site have plans in place to have surrounding area of site dedicated to our rewilding project for 2023, along with encouraging the growth of their wildflower garden on site.
- New company employee APP to encourage participating in biodiversity at home.
- Develop biodiversity signage to promote our actions and inspire our employees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

23b

**Foyle Food Group
Campsie**

Signed up December 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have started our biodiversity journey by reducing our mowing of grasslands on site.
- We have committed to protect our hedgerows to safeguard habitats and provide food for pollinators.
- Preserving the trees, shrubs and hedgerows that are present.
- Identified suitable areas on site to create an area of pollinator promotion.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Communicating with staff on a monthly basis regarding biodiversity projects within the business.

- Promoting biodiversity with producers through online platforms and producer club events, engaging in biodiversity enhancements at farm level.
- Foyle Food Group has launched their first Environmental Week in 2022, concentrating on 4 main topics, including the importance of biodiversity.
- Biodiversity policy in place and shared with employees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Native trees to be planted on the suitable areas identified.
- New company employee APP to encourage participating in biodiversity at home.
- Develop biodiversity signage to promote our actions and inspire our employees.
- Identify additional areas for planting trees and additional pollinator friendly plants.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

23c Foyle Food Group
Omagh

Signed up December 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have started our biodiversity journey by reducing our mowing of grasslands on site, along with sowing our native wildflower garden.
- We have committed to protect our hedgerows to safeguard habitats and provide food for pollinators.
- Omagh site team completed a community litter pick, where staff volunteered their time to collect litter within their local communities.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Communicating with staff on a monthly basis regarding biodiversity projects within the business.
- Promoting biodiversity with producers through online platforms and producer club events, engaging in biodiversity enhancements at farm level.
- Foyle Food Group has launched their first Environmental Week in 2022, concentrating on 4 main topics, including the importance of biodiversity.
- Biodiversity policy in place and shared with employees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- FFG Omagh have plans in place to have surrounding area of site dedicated to our rewilding project for 2023, along with encouraging the growth of their wildflower garden on site.
- New company employee APP to encourage participating in biodiversity at home.
- Develop biodiversity signage to promote our actions and inspire our employees.
- Identify additional areas for planting trees and additional pollinator friendly plants.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

<p>24</p>	<p>Glenisk</p>  	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022 Glenisk fully supports the All-Ireland Pollinator Plan 2021-25 and will continue to support wild pollinators in 2023.</p>
<p>AIPP GUIDANCE BOX</p> <p>Honeybees hives on your business site is NOT a biodiversity action under the AIPP.</p> <ul style="list-style-type: none"> • The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee. • Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association. • N.B. An apiary is entirely appropriate if a key part of your business. 		
<p>25</p>	<p>Heineken Ireland</p>  	<p>Signed up October 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • At our on-site Bio Diversity Garden we have created wild flower raised beds, fitted bee and butterfly boxes and added extra trees and hedging, which was repurposed from our Heineken Green Bar project that was used at Electric Picnic, Ireland's largest music festival* • We have extended planting areas around the city centre side to introduce Pollinator friendly plants. • When the white clover shows we reduce the cut on the garden from 4 weeks to 8 weeks to allow pollinators to thrive. • Created an on-site herb garden used by the Bistro team in preparing meals and created our own Apple Chutney. • The Heineken Green Bar at Electric Picnic used all repurposed materials, including large tree planters as supports and also live moss walls – all which have been reused by horticulturists close to the EP site and the large trees delivered to the Cork HQ. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • The progress in the on-site Bio-Diversity Garden was communicated through our Workplace Social Media channel to all employees. Additional seating has been added to encourage employees to visit the garden and experience the diversity at play. • We also shared the first Report of the Protecting Farmland Pollinators EIP Project where we sit on the Operating group. • The site at Electric Picnic, whilst not Bio-Diversity specific, it did promote the use of green natural materials in an otherwise steel construction. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Additional planting in the Garden, particularly the pathway. Explore links with other local Urban Gardens in Cork.</p>

	<p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? NO</p> <p>7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?</p> <ul style="list-style-type: none"> • Our city centre site greatly limits our opportunities to expand on site options but working closely with our facilities team, who have championed this project, has been a real asset. • We are aware that our impact goes beyond the site boundaries and working with our suppliers is important, in particular our farming community. • We sit on the Operating Team of the Protecting Farmland Pollinators EIP Project and in 2023 will launch a Pilot regenerative-agriculture project that will look at reducing CO2 emissions and nature-based solutions.
<p>AIPP GUIDANCE BOX</p>	<p>Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.</p>
<p>26</p> <p>Inagh Farmhouse Cheese (Saint Tola Goat Cheese)</p>  	<p>Signed up March 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? We have left an area of grass un-mowed in our yard.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022? We displayed the All Ireland pollinator logo.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? We will continue to leave lawn un-mowed to encourage pollinators.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? TBC</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
<p>AIPP GUIDANCE BOX</p>	<p>The AIPP can be a ready-made 'Biodiversity Pillar' within your sustainability strategy/plan.</p> <ul style="list-style-type: none"> • Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on 'Actions for Pollinators' GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie
<p>27a</p> <p>ICM Navan ABP Food Group</p>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>



An initiative by
BORD BIA
IRISH FOOD BOARD

- We have planted 100 meters of hedging around the paddock at the back of the site. The biodiversity area will include initiatives such as bee hotels, butterfly towers, a selection of pollinator friendly shrubs and a wildflower garden. Our biodiversity area covers 415 m2.
- Currently, we have three small pollinator boxes and one large pollinator hotel for this area.
- There are two wildflower grass strips planted mirroring each other on each side of the pathway, one bordering the paddock and one covering 3 meters in width on the garden side of the path. The large pollinator hotel was made using recycled material by a member of staff.
- We have also planted small pollinator friendly features around the site, with more areas planned.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- ICM Navan has engaged with four schools, three primary (St. Oliver Plunkett NS, Ard Ri CNS, Scoil Nais Aittinn Bhui) and one secondary (St. Patricks Classical school) within the Navan town area with a view to developing biodiversity areas on their grounds in late October/ early November. Between the four schools there is approximately 0.65 ha made available to develop.
- Within the business, we have scheduled toolbox talks and training with staff to increase their awareness and knowledge of biodiversity and how they can have an input to improving their own local areas outside of the site.
- In using our biodiversity, we have given different examples of how different habitats can be set up, with a mix of native shrubs, wildflowers, trees, pollinator hotels (both large and small) and bat boxes all visible within the area.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- ICM will increase its pollinator friendly zones wherever we see possible with a further 3 minor areas marked for development. This area totals up to 230 m2.
- We aim to increase supplier awareness by inviting them to participate in biodiversity talks both onsite and on mentor farms visits.
- We plan to plant native trees such as mountain ash, crab apple, beech, and alder. In cases where planting trees may be unsuitable, we have agreed to plant native hedging and shrubs.
- In 2023, we intend to continue our series of toolbox talks with staff with all areas of biodiversity and awareness of biodiversity to be covered.
- In 2023, we plan to expand our current plan of tree planting to more schools around county Meath and to supplier farms. We also intend to expand out to nursing homes and pre-schools in the area.
- Along with the planting project with the schools, we are also looking into getting some of the woodwork students to create bird and bat boxes which would be installed in both the school and the ICM biodiversity areas.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

**AIPP GUIDANCE
BOX**

Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, nesting (beneath) for Bumblebees and a 'flight path' to protect from wind, rain and predators. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

27b

**ICM Camolin
ABP Food Group**

Signed up December 2016
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



An initiative by
BORD BIA
IRISH FOOD BOARD

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- A large section in the WWTP was designated as a long flowering meadow with a No-Mow policy. Site will create a planting and mowing schedule for 2023.
- 9 native trees of Mountain Ash & Silver Birch have been sown at the entrance to the area. A further 45 trees, a mix of Mountain Ash, Silver Birch, Norway Maple, Hornbeam, Lime & Field Maple, have been sown in a newly fenced extension to the area, complimenting a number of existing mature trees.
- The perimeter banks were planted with a mix of Holly and Cotoneaster hedging and further enhanced with pollinating flowers along the borders.
- 300 tonnes of topsoil have been added to the main planting area and 2 raised beds with a variety of 100 perennials have been sown. These beds represent half the available surface area within the biodiversity corridor.
- Additional flowers were added around our existing fishpond.
- Additional Insect hotels were installed in the corridor
- 3 bat boxes installed on site.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Held an open day at the biodiversity corridor for staff to visit where a toolbox talk was given to explain our developments
- Engaged in a Bee Monitoring Program where we register the number and variety of bees found on site.
- We have engaged with 6 local schools to plant fruit trees in their Biodiversity Area.
- We have engaged with a large Producer Group to share our ambitions regarding tree planting and plan to plant more than 1,000 native trees on the land of some of their members as a pilot project in this area.
- Origin Green plan submitted.
- Litter picking carried out by staff volunteers on the road outside our site

3. What are your proposed pollinator-biodiversity action(s) for 2023?

In 2023, we plan to maintain our biodiversity corridor and replant half of the garden with wildflowers to continue to monitor bee and butterfly. We will be looking at expanding our No-Mow areas on site and continue to maintain and monitor our long flowering meadows.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES, we have logged our site on the site.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

**AIPP GUIDANCE
BOX**

Check the provenance of pollinator-friendly native hedgerow options or individual tree options.
e.g. a *Blackthorn* purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.

**28 Irish Distillers
Limited**



An initiative by
BORD BIA
IRISH FOOD BOARD

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- IDL planted 64,000 mixed crocus as early pollinators, plus 16,000 daffodils and 2,000 tulips outside the main distillery entrance on 17th November 2021.
- Over the winter, the planting of trees and shrubs continued on site and at pace.
- A staggering 16,184 trees and 5,630 shrubs were planted on site over the winter season. National Tree Week took place during the week 20 March was marked with the planting of native oak and birch trees within the grassy meadow above Foxes Hollow.
- The woodland will now form the backbone of a larger rehabilitation around the sensitive habitat at Foxes Hollow to improve biodiversity.
- Our 9 bee lodges that were installed in 2021 in Dungourney have proved to be a great success.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

The Environmental & Energy department in Midleton has communicated the newsletter both electronically and on notice boards.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- In Dungourney orders are in place to plant 18,000 trees and 4,200 shrubs, framed by 9,000sq.m. of clover meadows.
- With the felling of commercial coniferous woodland, we are making additional efforts to facilitate the regeneration of the natural Heather groundcover.
- In addition to the supply of nursery grown *Calluna vulgaris*, we have gathered seed from locally growing Heather and will be installing it now, with monitoring over the course of 2023.
- Additionally, we are re-sculpting former construction areas and evolving them into natural attenuation zones with filter grasslands and wetlands, creating an additional type of habitat to the woodlands and wildflower meadows.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. The Pollinator Plan is part of the *Nurturing Terroir* Pillar.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES – the targets are part of the Origin Green reports. We are Gold Members.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Approaching 10 years of landscape regeneration at Dungourney and managing more than 40 acres of open space, the site is still pesticide AND herbicide free in the landscape.

AIPP GUIDANCE BOX

The AIPP can be a ready-made 'Biodiversity Pillar' within your sustainability strategy/plan.

- Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on 'Actions for Pollinators' GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie

29

Keelings

Signed up July 2019

Mapped on 'Actions for Pollinators' data-mapping portal. **YES**



As initiated by
BORD BIA
BIO-FOOD SOURCE

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing across the entire farm from March to November to promote regenerative farming (High emphasis on No Mow May).
- Increased wildflower amenity planting around facilities and incorporating prime ag land as wild Meadow.
- 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 and invasive species managed with Sentinel program (Hive beetle, Asian Hornet, varroa, etc.,).
- Creation and maintenance of pollinator friendly habitats, bee hotels, bare earth, sand piles.
- Native Black Irish Honey Bee supporters.
- Reduced pesticides 2022.
- Communication from our farm through our growers who are highly trained in Growing knowledge and with sustainable system thinking within our food system knowledge.
- Communication from our Retail and Marketing department who are highly trained in and with knowledge of sustainability.
- Identifying unusual pollinators and publishing on social media accounts.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Holistic and from top to bottom management of sustainability and biodiversity.
- Following SDGs under land use talks.
- Social media presentations of wildlife and re wilding Keelings.
- Better World programme training/ Biodiversity module.
- 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. Winners of The ESG award for Biodiversity. Social media communication.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue all of the above (Q1 AND 2). Increase wildflower amenity meadows. Work with advisors and overarching advice. Build on our Better World programme and our biodiversity initiatives including pollinators. Continue Sentinel Programme. Integrated the AIPP 'Pollinator Actions' as part of our pillars.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES (continue 2023). 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 company's Sustainability Strategy. i.e., our actions for our 2023 pollinator-biodiversity work.

**AIPP GUIDANCE
BOX**

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.
- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is **NOT** a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.**

30

Kepak

Signed up January 2021

Mapped on 'Actions for Pollinators' data-mapping portal. **YES**

KEPAK

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?



In 2022, six of our sites continued with their research to determine the impact of biodiversity friendly management actions on plant and insect communities. As part of the study, they have been busy with the following activity. Upkeep management of plots:

- Ensure that all plots are clearly labelled with their plot type.
- No chemicals (herbicides/pesticides/fungicides/etc) are to be applied to the plots or the surrounding grass.
- Control plot: keep mown regularly.
- Short-grass plot: mow every 6-8 weeks.
- Long-grass plot: do not mow/trim until October.
- Ornamental "wildflowers" plot: do not replant, and do not trim until October.
- Herb plot: weed plot to remove all plants except for lavender, oregano, chive, rosemary, thyme, and sage.

Surveying:

- From April to September
- Conduct one Flower-Insect Timed (FIT) count for each plot at least once a month.

This project requires yearly data collection over a span of 6 months.

As part of this project Kepak have designated Biodiversity Champions at each site who act as citizen scientists and monitor biodiversity.

- In Clonee, they have been completing bee walks on a monthly basis to ensure hedgerows around the site are providing a great pollinating and nesting habitat.
- Athleague planted 20 trees and have installed bird boxes and insect hotels, with plans to plant fruit trees for staff.
- Our Cavan site, McCarrens, have installed bird boxes and insect hotels also and are looking into ways of supporting biodiversity projects outside of the business.
- 20 trees were also planted in Ballymahon, Co. Longford and Kilbeggan and the installation of bird boxes is underway.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Our site in Co. Cork engaged with local schools and hosted biodiversity workshops for a colouring competition.
- 7 supplier farms have also been involved in the biodiversity research and developed their understanding of the importance of hedgerows and to restrict mowing/ cutting on farm. Often, we visit these farms to see how they are progressing and building knowledge in this important area.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We aim to plant more trees, flowers and hedges across all of our sites, host more workshops for local schools and communities.
- Enhance our learning from the biodiversity research by looking at different species of pollinators and increasing habitats and flowers to suit their needs.
- Cost-benefit analysis will be conducted for all financial and non-financial costs and benefits of biodiversity enhancement implementation. This will provide crucial ecological information on biodiversity in Ireland and inform the business case for further biodiversity enhancement and pollinator conservation.
- As such, the project contributes to national policy on biodiversity conservation, natural capital assessment, and business and biodiversity.
- 3 of our sites will be mapped for biodiversity this year and we expect to have all sites mapped by 2023 and as a result develop strategic plans to enhance/ upkeep biodiversity on all sites.
- Where sites have restricted available space/land we are also looking at increasing outdoor activities through volunteer work and proactive biodiversity messaging.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Need a community-focused project. Why not look at the Large Carder Bee specific guidelines www.pollinators.ie/resources

31

Kinsale Mead Co

Signed up March 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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 & honey.
- We are continuing to expand wildflower plantings to the steep outside area on the side of the meadery and monitoring to see what impact this is having. We continue to see several wild bees and bumble bee types specific to different plant types.
- We drilled some holes on steep dry unplanted area as potential habitat for miner bees but did not observe any this year.
- Our two bee 'watering' hotels did not seem to work as we did not observe any wild bees or bumble bees using these this summer for drinking or nesting (designed for drinking ideally).
- Our fennel plant area expanded this year with some fennel plants up to 8ft and we noticed a lot more ladybirds this year as well as a large mixture of smaller bees and wasps later in the summer all foraging from the fennel bushes.
- We started some bumble bee observation walks around the Compass hill area in Kinsale in late spring through early summer but we found very few bees on that route.
- We went on a team building session to Fota Island for a walk with the Irish Bee Conversation group on their Wild Bee Lodges which they have installed in Fota Gardens.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We opened for indoor tours of the meadery in Mar 2022 after two years of Covid lockdowns. A big part of our tour is tasting different types of raw unfiltered honey from spring, summer and autumn and talking through the challenges facing our bees, both wild and honeybees. We continue to find a majority of people are not aware of the scarcity of Irish honey and that most of our Honey consumed in Ireland is not from Irish honeybees.
- We continue to educate people on the massive biodiversity loss that has taken place in our countryside over the last two generations and what steps people can take at home and in their community to engage in pollinator and biodiversity friendly practises.
- We continue to use the All Ireland Pollinator plan sheets to educate people on the plants they can use or pollinator planting in their homes and communities. These are very popular with visitors.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Expand the area of pollinator friendly plants in the area around the meadery with help from others in the community – there is a large verge area around two sides of the building complex that has potential to be a larger re-wilded area.
- Formally start logging data from our bumble bee walks on the NBDC website and educate ourselves on being able to identify the different types of bumble bees (It's not easy!).
- Sponsoring one other project in biodiversity education or with a conservation group on an outdoor activity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES (Note we are a very small company and have a small number of actions relevant to our size).

	<p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p> <p>7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?</p> <ul style="list-style-type: none"> We are concerned to see various articles suggesting all is well with honeybees in Ireland. We find a very different situation when we talk to beekeepers who continue to lose a lot of hives each year. We find it very hard ourselves to source any reasonably priced Irish honey and we see very little real Irish honey in our shops. We know from the EU data that Ireland is one of the lowest producers of our own honey and most of our honey is imported adulterated cheap substitutes. Our massive loss of biodiversity is having a very big impact on our honeybees as well as our wild bees, insects and birds that to us, that's what should be communicated.
<p>AIPP GUIDANCE BOX</p>	<p>Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.</p>
<p>32</p> <p>Lakeland Dairies Bailieborough</p>  	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? No Mow May. Let dandelions bloom.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022? We have an environmental notice board which we stick up the monthly AIPP newsletters on.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Create a wildflower meadow at proposed new head office with native trees, pollinator friendly plants and bee hotels.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>AIPP GUIDANCE BOX</p>	<p>Encourage your farmer/suppliers to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland</p>
<p>33</p> <p>Lee Strand Co-operative Creamery</p> 	<p>Signed up February 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> An area of 28328m² is managed as long-flowering meadow-1 grass cut & lift/year. Site assessed and area measuring 310m² selected as a suitable site and was planted with pollinator friendly flowers.



- We have a 1000m length of existing dry-stone walls protected and
- Our farmer suppliers are actively encouraged and assisted by our Farm Advisor to participate in sustainable farming schemes. Some examples of on-farm sustainability initiatives include:
 - Habitat protection schemes.
 - Sustainability survey completed.
 - Also: Grass Usage optimization, Autumn grazing plans, Carbon navigator, Reduction of water and energy use, 100% chlorine free detergent used, Water courses fenced off, Slurry spread via low emission slurry spreading equipment.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Our company newsletter carried information on some of the farm related schemes.
- Biodiversity was also included in the new sustainability report section of the annual report.
- We also used signage to indicate our pollinator friendly flower bed.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Fund printing of pollinator friendly Garden Guidelines for staff
- Replace existing container plants with pollinator friendly plants.
- Sustainability Initiatives planned for farmer suppliers
 - To run a training module based on the Agri-Environment Training Scheme (AETS)
 - Encourage and support farmers to participate in the Basic Income Support for Sustainability (BISS).

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

(ISO14001:2015, EMAS and Sustainability report included in the company Annual Report).

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

AIPP GUIDANCE BOX

Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?

- As a supplier are they implementing the evidence-based actions and reporting/mapping them annually to AIPP. IF NOT, WHY NOT?

34

Lidl Ireland

Signed up September 2018

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have designated an additional 20 more pollinator areas across our stores, bringing our total number of pollinator-friendly stores to 40.
- Ensure no pesticides are used in pollinator friendly areas.
- Planted pollinator friendly plants.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have begun conversations with suppliers through our supplier engagement programme. Aim to host workshops on best practice for biodiversity.
- We have worked with purchasing team to include pollinator-friendly plants and flowers in our offering.
- We ran a photo competition to support and encourage pollination. This was ran in conjunction with Gaisce and promoted across our owned channels (leaflet, app, in-store, newsletter).
- Pollinator signage at pollinator friendly sites.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- For 2023 we are currently working with the National Biodiversity Data Centre (www.biodiversityireland.ie) to create a best practice management guide for all pollinator stores, to ensure we are managing sites in accordance with biodiversity Irelands standards.
- We plan to fit out 15-20 pollinator stores across our operations in 2023.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES – in progress.

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

AIPP GUIDANCE BOX

Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, nesting (beneath) for Bumblebees and a 'flight path' to protect from wind, rain and predators. Don't forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

35

McBride Fishing

Signed up September 2019

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



An Initiative by
BORD BIA
Irish Food Board

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Mc Bride Fishing have recently bought a site beside our store where our Bee Hotel is currently situated, we plan to plant 20m of hedge in October 2022.
- Our aim is to plant at least 60m of different types of hedges to surround the site and create as many Bee friendly banks/beds as possible when drawing up the plans for our new facility.
- We also monitor/survey our current Bee Hotel to be sure it is free from disease.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Mc Bride Fishing donated to Downings Tidy Towns in 2022 to help our Bees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

As mentioned, we plan to plant approximately 60m of hedge (three different types of hedge so they flower at different times of the year) to enclose our new site, inside that we do also plan to make more areas for Bees.

- 4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
- 5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES
- 6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES

AIPP GUIDANCE BOX Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.

- Instead, think about early spring bulbs *Crocus/Grape Hyacinth* for early Bumblebees or Heathers or Herbs.
- N.B. The likes of *Daffodils, Tulips, Busy Lizzys* have virtually no pollen value.

36

McCormack Family Farms



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We are maintaining 9m headlands around every single field under our management, a total of 20km of headlands and hedges. Headlands span from ditch or hedge to crop and they remain no-mow, no-spray areas and are completely untouched throughout the season to allow pollinators and all other forms of wildlife to thrive. We cut back the growth every 3-4 years to allow for passing equipment and this is done only in autumn/winter.
- 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 reserved a total of 2ha for protected wetlands which are located between 2 sites under our management and this area remains untouched to allow for wildlife to enjoy their natural environment.
- Finally, we converted 10ha field into organic in 2022 and we are exploring opportunities to increase the size of organic cultivation.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

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.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- To continue all ongoing projects.
- Installation of bug hotels around the factory and the glasshouse.
- New pollinator friendly meadow beside factory.

- 4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
- 5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES
- 6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES

AIPP GUIDANCE BOX Honeybees hives on your business site is NOT a biodiversity action under the AIPP.

- The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee.

- Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association.
- N.B. An apiary is entirely appropriate if a key part of your business.

37

Meade Farm Group

Signed up May 2018

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



An initiative by
BORD BIA
IRISH FOOD BOARD

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We maintained existing pollinator friendly areas such as our duck pond and surrounding acreage, as well as increased this acreage by 36% by end 2021.
- In our Kells farm, we added south facing earth banks to our pollinator friendly areas and allowed them to naturally regenerate with native grasses and flowers.
- The internal hedgerows throughout our farm have been left to flower for the third consecutive year, resulting in an abundance of hawthorn.
- Increased plantings of clover (red and white) in our farm.
- We have numerous long-flowering meadows that are only being cut now (end of Sept.).
- Our extensive Irish wildflower planting in 2021 was augmented in 2022 on all newly created banks surrounding the factory.
- We have increased the amount of organic land that we are farming.
- We continue to protect any areas that are known for red mason bee or other solitary bee nesting.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have included a section about biodiversity and the importance of bees in all tours in Meade Farm throughout 2022 – reaching approximately 250 guests (50% secondary school students, 50% older adults).
- We have posted information on our website and social media about the need to support our bee population.
- Our Sustainability Manager gave a talk at the Bord Bia Biodiversity webinar this year and also shared this talk with some retail partners who hoped to support suppliers in their own biodiversity efforts.
- We have included information about our bee population in newsletters.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increase the planting of clover and multi-species swards on meadows throughout the farm.
- Increase our organic acreage by 20%.
- Plan to train up for the FIT count and the Bumble Bee Monitoring Scheme for 2023.
- Continue to increase pollinator friendly areas on the farm by 10%.
- Continue to post on social media and websites information for the public about how to support bees.
- Include a bee/pollinator/biodiversity section to every tour here at Meade Farm.
- Include a bee motif in our Reception area!

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

A Report from our Irish honey beekeeper Ken Boyle:

- 2022 was a great year for the honeybees at Meade potatoes. We started with 13 hives and maintained 12 colonies throughout the year. In spring and on first inspection 6 of them were very strong and able to start packing their hive with pollen and nectar. The other 6 were still viable but needed a bit more time to build up. Although honeybees aren't the main focus of a pollinator plan, it's astounding how beneficial they can be for one.

**AIPP GUIDANCE
BOX**

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.
- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is **NOT** a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance** company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.

**38 Musgrave Group
SuperValu**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- SuperValu wants to create Vibrant Communities and engage young people on sustainability and biodiversity.
- In March 2022 SuperValu put out a rallying call to primary schools across Ireland to help us to SAVE THE BEES.
- An educational support kit which included a pollinator friendly pack and a garden sign was sent to every primary school in Ireland. (3241 Schools)

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

The initiative was supported by a full communications campaign which focused on engaging Consumers, Stores and Schools. Topline Results were as follows:

- Engaged Schools
 - Reached 3241 primary schools.
 - Impacted over 1.6 million Primary school pupils.
- Engaged Consumers
 - Scored well across future desire 61%, Interest 54%, Enjoyment 68%, Distinctiveness 67%, Credibility 76% and Brand fit 75%.
 - User Generated Content Waggle dance - 560 videos.
 - Campaign cumulative 1+ reach of 83%, reaching 3.2 million 14 times.
 - PR launch reached 2.9 million with pieces in the Times, Mirror, Star, RTE Guide.

- Social reach of 5 million with video views of 2.63 million and over 20K interactions.
- Engaged Stores
 - 88% of stores to have a linked entry.
 - Strong instore activations across the estate.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We will evolve the Save The Bees campaign for 2023 and it will continue to have a focus on Biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES/NO. Not yet.

AIPP GUIDANCE BOX

Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.

- Instead, think about early spring bulbs *Crocus/Grape Hyacinth* for early Bumblebees or Heathers or Herbs.
- N.B. The likes of *Daffodils, Tulips, Busy Lizzys* have virtually no pollen value.

39 Newgrange Gold

Signed up November 2018
Mapped on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Actions taken include:

- Protect existing pollinator habitats - Native woodland on south facing limestone valley = 36404.19 meters squared; this area is part of the Boyne and Blackwater SAC and is now in the NPWS Farm Plan. This included an acre of a pollinator strip in a field of *Camelina Sativa*.
- Reduce mowing - Area managed as long-flowering meadow-1 grass cut & lift/year (m2) 1165.93m2
- Pollinator friendly planting - 3830.83m2 Herbal ley strip beside the Boyne Valley. We will leave this next year and aiming for naturally reflower/regeneration.
- Provide nesting habitats – 2 bee hotels installed. Length of existing dry-stone walls protected (m) – 15.26m
- A number of areas have been allowed to go fallow around our house.

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 2023?

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

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

<p>AIPP GUIDANCE BOX</p>	<p>The AIPP is a ready-made ‘Biodiversity Pillar’ within your sustainability strategy/plan.</p> <ul style="list-style-type: none"> Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on ‘Actions for Pollinators’ GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie
<p>40 Niks Tea Limited</p>   	<p>Signed up May 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC</p> <p>UPDATE 2022 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>AIPP GUIDANCE BOX</p>	<p>Are your mitigation actions in place?</p> <ul style="list-style-type: none"> DO NOT sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action NOT a biodiversity action. DO NOT choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action. Choose Peat Free, Neonicotinoid Free products. Eliminate pesticides. N.B. Continue to spot-spray invasive species. Check provenance of native hedgerow/individual native tree options. <i>e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.</i> Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.
<p>41 North Cork Creameries</p>   	<p>Signed up December 2021 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. NO</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> No cutting of foliage growth. Window boxes placed on street facing buildings. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022? N/A</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Introduce pollinator-friendly planting on site. Plant trees on site.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p> <p>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? NO</p>

**AIPP GUIDANCE
BOX**

Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?

- Are they implementing the evidence-based actions? And reporting on them annually to AIPP. IF NOT, WHY NOT?

42

Oakpark Foods

Signed up November 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

C8 Oakpark Foods have created 737sqm of pollinator friendly flower bedding in our Clonmel facility.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- F – Raise Awareness through various posts on our social media platforms including; World Bee Day and Pots for Pollinators.
- These are also displayed in the workplace on staff notice boards and TV screens.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increased pollinator friendly planting – Outdoor.
- Pesticide reduction – Outdoor.
- Reduced mowing – Outdoor.
- Engage with local schools to assist with Pollinator Actions.
- Increase communication through social media platforms.
- Encouraging suppliers to engage with AIPP.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

**AIPP GUIDANCE
BOX**

Honeybees hives on your business site is NOT a biodiversity action under the AIPP.

- The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee.
- Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association.
- N.B. An apiary is entirely appropriate if a key part of your business.

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O'Brien Fine Foods

Signed up May 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Protection of all the good biodiversity currently on your site
This year O'Brien Fine Foods has continued protecting what we have including our wetlands and surrounding areas of the factory.

Reduced mowing/cutting

We have also reduced mowing to 1 cut per annum around the boundary of the wetlands to allow for natural regeneration of verges.



- **Increased pollinator-friendly planting**
100 Coppice trees were planted including a mix of Oak, Birch, Hawthorn and 2 apple trees.
- **Nesting habitats**
Installed one bee hotel using recycled materials from production including carboard cores and pallets.
- **Pesticide elimination/reduction**
No pesticide's used onsite
- **Other**
Co – ordinating with Kildare Bee Association we added 3 beehives this year (totalling 5). We will **NOT** install any more hives.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

1. **Raising awareness with your employees/colleagues -**
 - Communicated internally using the OBFF Monthly Colleague Update.
 - In the process of obtaining quotes for outdoor signage including managed for wildlife areas, and bee hotels locations.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Limit the number of beehives onsite to 5.
- Install outdoor signage including managed for wildlife areas and bee hotels locations.
- Plant a clover lawn.
- Adopt pollinator friendly Pesticide Code.
- Integrate the Pollinator Plan into our ISO 14001.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? NO. We are currently in the process of developing our ISO 14001, which will be verified in Q1/2 2023.

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- Every 2nd year a Biodiversity Assessment and Ecological report is completed by an Environmental and Planning Consultant.
- Highlights new and different species recorded with recommendations on how to improve.

AIPP GUIDANCE BOX

The AIPP can be a ready-made 'Biodiversity Pillar' within your sustainability strategy/plan.

Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on 'Actions for Pollinators' GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie

44 O'Neills Dry Cure Bacon Co.

Signed up October 2018
Mapped on 'Actions for Pollinators' – data mapping portal. **TBC**



UPDATE 2022

O'Neills Dry Cure Bacon is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025 and will continue working on actions for pollinators in 2023.



AIPP GUIDANCE BOX Encourage your farmer/suppliers-neighbours to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland

45

Portmagee Distilling and Brewing Company Ltd.



Signed up April 2018

Mapped on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands.
- Planting of pollinator friendly wildflowers at Portmagee Domes external berm.
- Planting of flower boxes around visitor site coffee trailer location.
- Installation of Bee Hotel at Visitor Site, visible for visitors to see.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Appropriate signage is placed to inform people of the All-Ireland Pollinator Plan placed at reception space to visitor centre.
- We also mention our participation with the All-Ireland Pollinator plan as part of our organised tours to create awareness.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands.
- Outdoor signage to explain our Pollinator Friendly actions and goals.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – It is part of our Sustainability Goals as part of our Origin Green certification.

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

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.
- Continued its registration as a Bord Bia Origin Green Company with sustainability goals, including actions for supporting Pollinators.

- Has planted a native Irish woodland as part of the Neighbourwood Scheme comprising 5,340 trees including Oak, Birch, Rowan, Hazel, Alder, Scots Pine.
- 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.

AIPP GUIDANCE BOX **Check the provenance of native hedgerow (individual tree) options.**
e.g. a *Blackthorn* purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.

46 **Renegade Waterford Distillery** Signed up June 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**





UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Developed and maintained our garden onsite – pollinator friendly flowers and shrubs etc,

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- An email was sent to all employees informing them that we have joined The All-Ireland Pollinator Plan and informed them of our proposed actions.
- We have also received Origin Green Certification in Sept 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Develop next to garden as a wildflower meadow.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

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

AIPP GUIDANCE BOX **The AIPP can be a ready-made 'Biodiversity Pillar' within your sustainability strategy/plan.**

- Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on 'Actions for Pollinators' GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie

47 **Rye River Brewing Company** Signed up April 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?



- Protection of biodiversity area onsite. Over 800m2
- No mowing/cutting in area
- Nesting habitats? bee hotel made
- Pesticide elimination/reduction? None to be used in area.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Communicated the program to management and planned future projects.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Plant more native wildflowers in the area.
- Build additional bee hotels either by commissioning local Men’s Shed or made inhouse by staff.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES/NO. Origin Green for 2023.

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

- Joining the program has been very well received by senior management, and we are excited to improve on the plan each year.
- Information provided on your website was found very useful.

AIPP GUIDANCE BOX

Need a community-focused project. Why not look at the Large Carder Bee specific guidelines www.pollinators.ie/resources

48

Shannon Vale Foods

Signed up October 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**



AIPP GUIDANCE BOX

Check out Ireland’s new Business for Biodiversity platform – a hub for Learning | Knowledge (science) | Policy insights www.businessforbiodiversity.ie

49

Shines Seafood
Killybegs Catch Ltd.

Signed up July 2017
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**

UPDATE 2022

Shines Seafood is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025 and will continue to do so throughout 2023.



An initiative by BORD BIA IRISH FOOD BOARD

AIPP GUIDANCE BOX Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.

50

St. Patrick's Distillery

Signed up August 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Increased pollinator-friendly planting bulbs & flowers and set up bee hotels.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Raising awareness with your employees/colleagues encouraging them to participate in pollinator friendly planting of bulbs and flowers

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue to plant pollinator-friendly planting bulbs & flowers and increase Employee Engagement.

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

<https://pollinators.biodiversityireland.ie/>

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

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

AIPP GUIDANCE BOX

Reduced mowing is the No.1 action to support wild bees on your business site.

- CUT+LIFT as this reduces soil fertility and allows natural regeneration of wildflowers. It may take 2 or 3 years – but it is a more sustainable method of providing food, shelter and safety for wild bees. Go #NoMowMay.

51

Stillgarden Distillery (Disruptive Spirits Ltd.)

Signed up May 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Protected existing habitats.
- Allowed for natural rejuvenation of wildflowers.
- Pollinator-friendly planting of bulbs, and trees in our native Pocket Forest.



An initiative by
BORD BIA
IRISH FOOD BOARD

- Built a pond in the Pocket Forest, which pollinators have been drinking from, and has increased the presence of damselflies and dragonflies in the area.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Raise awareness in the local community and in the supply chain.
- On our tours and engagement with customers, we discuss the importance of the Pollinator Plan and our own contribution to it.
- Attendance at the Dublin Beekeeper Association’s Wild Pollinators Course.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continued pollinator-friendly planting, particularly with fruit trees, drill holes into wood, raising awareness in the community. Encourage neighbouring businesses to reduce mowing practices around other parts of the industrial estate.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

We recently won two prizes from the Council for our sustainability work in the garden, so we are very much looking forward to using the prize money to plant more pollinator-friendly species of plants, another pond, and establish an orchard in the area.

AIPP GUIDANCE BOX

Are your mitigation actions in place?

- **DO NOT** sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action **NOT** a biodiversity action.
- **DO NOT** choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action.
- Choose Peat Free, Neonicotinoid Free products.
- Eliminate pesticides. N.B. Continue to spot-spray invasive species.
- Check provenance of native hedgerow/individual native tree options. *e.g. a Blackthorn from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance.*
- **Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance** company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.

52

TJ Carolan & Son Ltd.
(Heaven Hill Brands)



An initiative by
BORD BIA
IRISH FOOD BOARD

Signed up August 2022 – NEW business supporter

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

AIPP GUIDANCE BOX

Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.

- They provide food, shelter, nesting (beneath) for Bumblebees and a ‘flight path’ to protect from wind, rain and predators. Don’t forget to retain *Bramble* and *Ivy* if present.
- N.B. *Beech/Laurel* though beautiful are NOT great for pollinators.
- Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.

53

Meitheal Trá na Rinne Teo (Waterford Oysters)



Signed up October 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- A. Protect existing pollinator habitats; C. Pollinator friendly planting; D. Provide nesting habitats; E. Reduce pesticide use.
- Spring flowering pollinator friendly plants/trees/shrubs – willow and gorse.
- Summer flowering pollinator plants/trees/shrubs – blackberry and Ivy.
- Length of existing flowering hedgerow protected (m) – 200m.
- Area where herbicide use has been eliminated (m2) – 200m2.
- Length of native hedgerow planted/managed for pollinators (m) – 200m.

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 2023?

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

AIPP GUIDANCE BOX

The AIPP can be a ready-made ‘Biodiversity Pillar’ within your sustainability strategy/plan.

- Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on ‘Actions for Pollinators’ GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie

54

West Coast Crab Sales Ltd.



Signed up September 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- As we do not have any outdoor space at our office, we give an annual donation to Belmullet Tidy Towns. These donations go towards many of their pollinator friendly projects which include developing pollinator friendly flower bedding and nesting habitats, reducing mowing and the use of pesticides.
- Some of our staff members also took part in their outdoor pollinator workshops at different locations around Belmullet Town.



2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Indoor & communication actions include:

- Using our street facing window as an information display board for Belmullet Tidy Towns projects and sharing information on what actions the community can take to make their home environments more pollinator friendly.
- We approached Tir Aire care home about sponsoring a pollinator project for their elderly residents. Their caretaker built two raised beds. They educated them about pollinator friendly flowers and herbs using the AIPP information we sent them which allowed the residents to decide which flowers and herbs they would like to plant. They now have shared duties to monitor these beds which they are enjoying.
- Barneys Playschool and after school with the information and printed sheets we sent them have started to introduce the junior pollinator plan to the children who attend. We are working with staff here to put in place a more permanent pollinator friendly area for the children to mind and monitor.
- Our company was delighted to be invited as a guest speaker as part of the **Origin Green ‘Pathways to Biodiversity’ – a company viewpoint Webinar** series in May 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We hope to continue with the actions we have put in place so far
- We hope to attend more workshops and learn of new ways to promote and protect our environment.
- We hope to give further information to Tir Aire and Barneys in relation to mapping their actions and logging their bee and insect sightings.
- We also hope to work with some other schools to increase awareness. We have sent some information letters out and are waiting on a response.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

As a company we have learn a lot of new valuable information in relation to Biodiversity and how little actions can have huge impacts if we all do our bit.

AIPP GUIDANCE BOX

Need a community-focused project. Why not look at the Large Carder Bee specific guidelines www.pollinators.ie/resources

55

**Wyeth
Nutritionals
Ireland Ltd.**

Signed up 2016
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?





- In addition to our existing biodiversity projects, we planted an additional 150 trees to our existing native woodland to provide a habitat and source of pollen for pollinators. Species planted included Hazel, Oak, Willow and Holly.
- We designated a lawn area No-Mow from April to September.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We included articles on biodiversity in our monthly publication 'Power to Save' sustainability bulletin.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We plan to plant suitable trees for pollinators on our western boundary and develop a habitat for solitary bee nesting. We will also review pesticide and herbicide type and use with our landscape contractor.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

BUSINESS SUPPORTERS ALPHABETICALLY A-Z

	AIPP GUIDANCE BOX	<ul style="list-style-type: none"> • Sowing/scattering (or gifting) wildflower seed mixes is NOT a biodiversity action under the AIPP. • It is a <i>horticultural</i> action. Make the distinction.
	AIPP GUIDANCE BOX	<p>Honeybees hives on your business site is NOT a biodiversity action under the AIPP.</p> <ul style="list-style-type: none"> • The honeybee is a managed pollinator, not under threat and increased numbers may create competition for our 100 species of wild bee. • Make the distinction - managing honeybees is a wonderful hobby and a personal/company choice BUT not a biodiversity action. Always seek expert advice from a local beekeeping association. • N.B. An apiary is entirely appropriate if a key part of your business.
	AIPP GUIDANCE BOX	<p>Check the provenance of native pollinator-friendly hedgerow (OR individual tree) options. e.g. a <i>Blackthorn</i> purchased from Central/Eastern Europe will flower at the wrong time for our wild bees.</p>
	AIPP GUIDANCE BOX	<p>Bee bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.</p> <ul style="list-style-type: none"> • Instead, think about early spring bulbs <i>Crocus/Grape Hyacinth</i> for early Bumblebees or Heathers or Herbs. • N.B. The likes of <i>Daffodils, Tulips, Busy Lizzys</i> have virtually no pollen value.
	AIPP GUIDANCE BOX	<p>Are your mitigation actions in place?</p> <ul style="list-style-type: none"> • DO NOT sow/plant/scatter (or gift) wildflower seeds mixes. Make the distinction - to do so is a horticultural action NOT a biodiversity action. • DO NOT choose honeybee hives. Make the distinction - a wonderful hobby but to do so is NOT a biodiversity action. • Choose Peat Free, Neonicotinoid Free products. • Eliminate pesticides. N.B. Continue to spot-spray invasive species. • Check provenance of native hedgerow/individual native tree options. e.g. a <i>Blackthorn</i> from Central/Eastern Europe will flower at the wrong time of year for our wild bees. N.B. Horticultural plants do not have to be of Irish provenance. • Ensure your Landscape Architect/Landscape Contractor/Grounds Maintenance company are signed up, implementing and reporting on their evidence-based actions as part of the AIPP.
	AIPP GUIDANCE BOX	<p>Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?</p> <ul style="list-style-type: none"> • Are they implementing the evidence-based actions? And reporting on them annually to AIPP. IF NOT, WHY NOT?
	AIPP GUIDANCE BOX	<p>Reduced mowing is the No.1 action to support wild bees on your business site.</p> <ul style="list-style-type: none"> • CUT+LIFT as this reduces soil fertility and allows natural regeneration of wildflowers. It may take 2 or 3 years – but it is a more sustainable and cost-effective method of providing food, shelter and safety for wild bees. Go #NoMowMay.
	AIPP GUIDANCE BOX	<p>Native pollinator-friendly hedgerows (or a native tree/s) is an excellent biodiversity action to support wild bees.</p> <ul style="list-style-type: none"> • They provide food, shelter, nesting (beneath) for Bumblebees and a ‘flight path’ to protect from wind, rain and predators. Don’t forget to retain <i>Bramble</i> and <i>Ivy</i> if present. • N.B. <i>Beech/Laurel</i> though beautiful are NOT great for pollinators. • Agri-food businesses working with our fantastic farmer-suppliers – do indicate that to manage hedgerows for biodiversity is an incredibly important action.
	AIPP GUIDANCE BOX	<p>Designate specific nesting wild bee nesting sites on your business site including: a south facing earth banks/verge, beneath a native hedgerow, cracks in an old stone wall, a bee hotel.</p>

	AIPP GUIDANCE BOX	Encourage your farmer/suppliers to review and implement the evidence-based Farmland Actions for Pollinators. www.pollinators.ie/farmland
	AIPP GUIDANCE BOX	<p>The AIPP can be a ready-made ‘Biodiversity Pillar’ within your sustainability strategy/plan.</p> <ul style="list-style-type: none"> • Aligned to ISO14001:2015 and the UN SDGs (AIPP 2021-2025) this entry level into biodiversity provides: (i) Evidence based actions. (ii) The ability to map those actions on ‘Actions for Pollinators’ GIS data-accountability portal, and then (iii) the mechanism to track if the actions are working on your site. (iv) the ability to monitor/record species site and changes effected through evidence-based actions. www.pollinators.ie
	AIPP GUIDANCE BOX	Need a community-focused project. Why not look at the Large Carder Bee specific guidelines www.pollinators.ie/resources
	AIPP GUIDANCE BOX	Check out Ireland’s new Business for Biodiversity platform – a hub for Learning Knowledge (science) Policy insights www.businessforbiodiversity.ie

1

**Abbott Diabetes
Care Ireland
(Donegal)**



Signed up April 2017

Mapped site(s) on 'Actions for Pollinators' - data mapping portal. **YES****UPDATE 2022****1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?**

- In 2022 we undertook several initiatives to ensure continuous improvement and enhancement of the Abbott Diabetes Care (ADC) Donegal environment. We have delivered a range of actions.
- In 2022 Approx. 40 additional semi-mature native trees were planted on our grounds.
- Additional 60m of hedging was planted, including 70 native saplings. This is additional to the large number of mature trees and other plant life already on site.
- ADC Donegal engaged external contractor "Green Track Environmental Consultants" who conducted a comprehensive Meadow Survey on our site in order to identify plant species inhabiting the grassed meadows and banks which have been re-sown, or re-colonised. The survey was carried out on 25th August 2022.

Meadow Survey

Areas of the survey are referred to as Zones A to F, and are as follow: **A.** Main Meadow – 1.7Ha **B.** Old Woodland Meadow – 1.3Ha **C.** Under Powerline Planting – 0.1Ha **D.** Sown Bank – 0.1Ha **E.** Southwest Meadow – 0.25Ha **F.** Northeast Bank – 0.14 Ha.

The following positive Indicator Species have been identified throughout the zones: *Common Bird's Foot Trefoil, Red Clover, Hedge Woundwort, Yellow rattle, Purple loosestrife, Common sorrel, Common Fleabane, Ribwort plantain, Oxeye daisy, Field scabious.*

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Several internal communications were issued to all our Employees via our weekly communication deck "ADC Times" to highlight our biodiversity walk and the importance of pollinator insects.
- We raised awareness with our colleagues to contribute to making the island of Ireland a place where pollinators can survive and thrive.
- We 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.
- We plan to enhance awareness of the site's biodiversity program with a local community group during community outreach events for local schools, scheduled to take place in October 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We will continue to educate our colleagues on the importance of them contributing to making the island of Ireland a place where pollinators can survive and thrive.

- We will 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.
- We will maintain and develop our wildflower meadow further adding signage containing info on native plants/trees/insects around the walk.
- We will follow the tips for managing our meadow as per recommendations of the “Green Track Environmental Consultants” Meadow survey. Some of which are:
 - Drain waterlogged areas as these can become dominated by Rushes (*Juncus effusus*).
 - If areas of the meadows become dominated by Rushes, mulching is recommended before the rushes go to seed (rushes seed May to July).
 - Where areas are dominated by Rushes and the soil appears to be free draining, this may indicate that the pH of the soil is very acidic and could require Lime application.
 - Harvest seed at end of flowering season for resowing areas that are under performing.
 - Augment new meadows with locally harvested native seed and/or plug plants, best done after the Autumn cut-lift.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Actions were logged on 21 Jul 2022.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)?

YES – Pollinator Plan is part of our Site EHS Strategy. One of the objectives is to enhance awareness of the site’s biodiversity program with a local community group.

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

We are really excited as in 2023, we are planning to further develop our meadow.

2

Abbvie - Westport
(formerly Allergan
Pharmaceuticals
Ireland Ltd.)

abbvie

Signed up March 2019

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

UPDATE 2022

Abbvie continue to fully support the All-Ireland Pollinator Plan and will have a more robust pollinator-biodiversity plan in place for 2023.

3



Signed up June 2017

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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.
- Additionally, we have done extensive pollinator friendly, native wildflower planting in a selection of our Dublin offices where space is available (The Dock, Grand Canal Plaza). We looked into bug hotels and other supports for non-honeybee pollinators but none were practical given the design and locations of our offices.
- In 2020 / 2021, we partnered with the Woodland Environmental Fund and Sustineo to plant over 75K native Irish trees to restore native woodland and improve biodiversity across three sites in Ireland - Wicklow, Westmeath and Galway. In 2021/2022, we planted a further 35K trees across two sites in Kerry and Cork totalling 110K trees planted. Our latest ecosystem report stated that this planting has yielded 94,008 trees, of 10 different native species across the 5 sites. These projects have delivered other biodiversity benefits such as:
 - *The Value in Variety* – Planting a mixed range of tree species has many environmental and conservation benefits, providing a habitat for birds and bees, protecting against pests and environmental hazards, improving water quality, and protecting soil and land from erosion.
 - *Why have we chosen to plant a range of species across our sites?* A more robust and complex habitat can provide the different conditions to suit the special needs of a variety of species, creating an environment for a large number of organisms.
 - *Feeding our micro-organisms* – We planted 26,498 of the Silver Birch, Holly and Hazel species, which are particularly beneficial to shrubs and insects. Their leaves attract aphids, which provide food for ladybirds, moths and caterpillars, as well as other species along the food chain.
 - *Woodland and Water* – The native woodland planted across our sites ultimately helps to improve local water quality. This positively impacts our ecological and chemical surface water status. These trees' intricate root systems act like filters, removing pollutants and slowing down the water's absorption into the soil. This process prevents harmful waterslide erosion and reduces the risk of over-saturation and flooding.
 - Trees help clean the air we breathe, filter the water we drink, and provide habitat to over 80% of the world's terrestrial biodiversity. Trees absorb harmful carbon from the atmosphere and are key ingredients in 25% of all medicines. (e.g. Aspirin).

As part of a global Accenture initiative with OneTreePlanted.org, over 6000 trees have been planted across Ireland in 2022. These have been geo-tagged and can be referenced [here](#)

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 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, organic and 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 in 2021, the aim of which is to provide funding for local community environmental projects. A range of biodiversity friendly projects were launched and delivered as part of this challenge such as the All-Ireland Pollinator Plan, Pocket Forests and Community Orchard. We are exciting to explore the next chapter of this partnership with Change X in FY23. Watch this space!
- In September 2022 we organised two beekeeping workshops in Cork and Dublin that gave the 20+ employees attending an overview of the importance of all pollinators as well as a demonstration on beekeeping from Hivemind and trained service users. In total in 2022, Accenture's Bee Team, along with Hivemind have delivered 10 workshops to those across our above locations.
- Following on from our Business & Nature event at COP26 in November 2021, we launched GetNaturePositive – a biodiversity handbook for business. Whilst the focus is currently on the UK market, we are exploring making the content global and piloting this in the Ireland market in 2023. Off the back of the launch of the handbook, we created an Accenture guide for employees to understand their impact on nature and identify actions they can take to reduce harm, and, restore nature.
- We recently offered all employees the opportunity to attend a sustainability learning series with Oxford university, with two sessions focusing on “Nature Based Solutions” and “Business and Biodiversity”. The purpose of these sessions was to generate awareness and understanding of the biodiversity crisis and actions that individuals and business can / should take.
- Commencing in July 2022 we ran a 5 week long ‘Eco Action’ campaign. During this period, we encouraged employees to volunteer, learn and make a change. We also hosted biodiversity related information sessions with organisations such as ‘Grow it Yourself’ and ‘Nature Therapy Ireland’. We offer ongoing virtual volunteering with organisations such as Zooniverse and GLOBE Observer and related sustainable employee benefits such as discount with local organic food providers.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- 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. We have publicly stated environmental goals on climate, water

and waste, all linked to 3 drivers of Biodiversity Loss around climate change, pollution and resource exploitation.

- We would like to deliver more Hivemind workshops in our Dublin, Cork and Meath sites moving further into FY23.
- We would also like to explore further native tree planting through the Woodland Environmental Fund and Sustineo across more sites in FY23. IN addition, we want to enhance and increase biodiversity friendly activities across existing plantation sites.
- We hope to continue partnering with Change X with a particular focus on Biodiversity protection and restoration within communities across Ireland.
- We will continue to drive biodiversity and nature related employee engagement opportunities across education & awareness and volunteering through existing and new partnerships.
- We will continue to collaborate with our workplace operations team to explore ways to use our spaces to plant more native wildflower species and reduce nature impacts across other areas of our office operations.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

4

adventure.ie
(Go Wild Ltd.)



Signed up April 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Employee representative attendance at 2 Biodiversity Ireland workshops.
- Employees participated in No Mow May.
- Business Owners' domestic garden partly mowed (around pollinator plants in part of garden used by people) for remainder of wild-flowering season: including keeping a south facing earth bank which has been a bumblebee nesting area this summer and last. Not weeding beds and garden of native wildflowers (cuckoo flower, lots of clover, dandelion and bird's foot trefoil most commonly, but others also, including some bramble and ivy – housing estate built on former meadow so lots there if allowed to grow).

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Communication with other staff and social media followers about importance of pollinators and pollinator-friendly actions – especially the low hanging fruit.
- Communicated with Bray Landscaper, MD Landscapes (a family member) about what they can do. He left the hedgerow verges and corners of commercial and residential sites for the bees after our discussion and has communicated this with his clients.
- Put in a request with landlord regarding changes to outside of building for planting purposes. Still awaiting permission.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue promoting a wild garden to our employees and followers by example.
- Continue communicating with landlord and neighbours regarding use of scrubland behind our rented business space, changes to the outer walls/path areas for planters or baskets.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy / ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

5

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



Signed up May 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Dedicated a very quiet tranquil area on our Fivemiletown site to allow 'Grow Don't Mow' to occur.
- Created two new large flower beds at the entrance of our Pomeroy site, using large stones to mark out this area, and leftover top-soil from our site.
- Researched and purchased local native wildflower seeds and dedicated a banking within our Fivemiletown site where we fully remediated the banking to allow to grow on this.
- Remediated an area that was once just a 'rubble wall' separating the car park to the site. Raked out the contents and sowed locally sourced native wildflower seeds, protecting it from the hares on our site to allow growth.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Kept company up to date on our company social media site called Yammer. Posting about the following topics:
- -introducing myself as the new Pollinator Plan Champion
 - The work being carried out in each site, detailing information about how this will help pollinators.
 - Commenting under other people posts with information on how their work will help towards the pollinator plan.
 - Getting the word out there about not only bees but also all the other animals that we would be home to including 3 baby swans that was born, the butterflies and other insets spotted at our new flower beds and designated areas for wildlife.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- To introduce pollinator friendly hedgerows on our sites
- Continue work to designate further areas in our other sites for the pollinator plan.

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

6	Ahern Roberts O'Rourke Williams (Solicitors)	Signed up June 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		
7	AIB Group plc	Signed up October 2017 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> 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) <u>over the next 3 years</u> 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. Since AIB partnered with Coillte, we've planted enough trees to cover 3 GAA pitches. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> To raise awareness among our employees, AIB celebrated National Biodiversity Week 2022 with intranet communications on the "No Mow May" initiative and to "pledge gardens for pollinators" to provide a safe nest for bee species that are threatened. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Ongoing partnership with Coillte to plant trees on behalf of student account holders.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
8	Airmid Natural Handmade Skincare	Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>Airmid Natural Handmade Skincare continues to fully support the All-Ireland Pollinator Plan 2021-2025 and will continue to do so in 2023.</p>
9	Alan Feeney Landscape Gardening	Signed up November 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>



- In 2022 I promoted no pesticide use or any chemical agent of any kind in garden settings e.g. lawns flower beds around shrubbery and trees.
- I also talk to clients and let them know what damage is being done by using non-natural options. So instead of using sprays I alternatively use trimmers on weeds and try and leave as many weeds {unwanted flowers} as possible so the likes of caterpillars can nest on the underside of nettles. I also promote mulch as better for soil to improve it and also when it breaks down for organic matter and also brings variety of aphids and little insects to promote biodiversity.
- As much as I can leave grass uncut in certain areas in lawns when clients allow me and I leave as many leaves on lawns for birds to mulch through them for 2 reasons (i) It promotes activity of loosening moss naturally in lawns (ii) its good for fertilizing the soil when the leaves break down. I put a lot of thought when I am asked to bed in some landscaping I have bees and butterflies in mind so I'll put in plants e.g. Garden Sage, Summer phlox, Ceanothus, Cardinal flower Lobelia just to mention a few. I advertise native trees to clients as far as possible e.g.. Mountain Ash for garden areas.
- When I am asked about lawns I just use organic fertilizers seaweed based, and the odd time I detach them instead of using chemicals or powders. I have a long term vision for gardening and next generations to enjoy nature in its purest form and to do that Biodiversity has to be at the fore front of all of our minds and actions and I am trying to explain to people everything I do is for the good of the soil.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

In the local National School I let the head teacher know exactly what I do so the kids are safe in their environment and also the activity I see on the ground since I took it on e.g.. frogs and plenty of natural wildflowers growing on the uncut grass.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- I would like to advise more on recycling green waste and to stockpile grass clippings and leaves mixed.
- To keep talking to new clients and promoting Green ways because from my experience people are willing to agree to ideas it's just about informing and also getting more educated myself.

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

10

**An Óige
Irish Youth Hostel
Association**

Signed up May 2018.

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



11

**Analog Devices
International (ADI)**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have **reduced mowing** across all of our sites. We have delivered a range of actions including:

- We have protected all good biodiversity currently on site, including wildflower areas and various pollinator friendly flower beds.
- We removed evergreen non-pollinator friendly shrubs from a large planting area in front of the main entrance to Building 1 and prepared the bed to plant pollinator friendly spring bulbs later this year.
- We have ordered in excess of 500 pollinator friendly spring bulbs.
- We have also planted additional pollinator friendly flowering plants to our existing pollinator friendly planting areas such as geranium rozanne, scabiosa and late flowering Japanese anemones.
- The ADI Green Team volunteers gathered with the Irish Bee Conservation Project, Lough Gur Development and Limerick City and County Council on 26th March 2022 in a combined effort to install new habitats for solitary bees and Irish wild honeybees at Lough Gur, Co Limerick. The Analog team sponsored the installation of 24 new bee lodges and volunteers from the team did the installations.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

ADI's Ireland Green Team has a website that keeps staff up to date on actions taken by ADI to help pollinators, the site also actively encourages staff to do their own bit to help pollinators by posting links re actions they can take on sites such as pollinators.ie, biodiversityireland.ie and fruithillfarm.com

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Next steps are to plant a mix of pollinator friendly bulbs which will commence flowering in early spring and continue to flower into mid-summer, to include early flowering crocus, followed by a mix of anemone blanda and muscari, then anemone mistral and alliums into to bring into the summer season. We will add additional summer and late flowering perennials to the new bedding areas.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We are expanding the site and there is a lot of construction taking place and will continue into 2023, our main focus will be on protecting the good biodiversity we currently have on site, our wildflower meadows and our various flowering areas with pollinator friendly planting.
- We have deferred planting of pollinator friendly hedging while construction is taking place but we have a firm commitment from the facilities and senior management team at ADI that all future hedging at ADI will be pollinator friendly.

<p>12</p>	<p>Annaveigh Plants Ltd.</p> 	<p>Signed up September 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Reduced the cutting/mowing of some areas of our land. Now only to be cut when needed in September. • Increased the number of native trees we are planting to be sold across Ireland. • Selected more designated areas across our fields to grow wildflowers over the summer. • Loaned some fields that were not being used for the year to local farmers to plant mustard and marigold. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We work with local Tidy Towns organisations to increase the growth of native trees and shrubs in local communities. • Participated in charity tree planting event by supplying a range of fruit trees. • Dedicated several pages of our catalogue that we send to all our customers/ promoting the environmental benefits of planting trees. • Discussed new environmentally friendly alternative practices that are being introduced to the industry across Europe. Working with management heads to see how we can evolve as a business in our greener endeavours. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We will continue working with our local communities, including charities and Tidy Towns to increase the number of nesting habitat including hedgerows across our land. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
<p>13</p>	<p>Aramark Property</p> 	<p>Signed up April 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES – BOTH</p> <p>UPDATE 2022 – George's Quay</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Installed 1 bug hotels. • Installed pollinator friendly flowering species. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>Workshop on biodiversity delivered to tenants through online presentation and in a newsletter.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Provide source of water and shelter for nesting habitat.

- Continue to deliver workshops on biodiversity to staff /occupiers.
- To install 'Managed for wildlife' signs across the estate.
- Commission Biodiversity Report which would provide recommendation on increasing species and wildlife within the site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

UPDATE 2022 – Capital Dock Management Company

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing on grassed areas.
- Limited use of traditional herbicides on site.
- Installed 3 bug hotels
- Installed 5 'Managed for wildlife' signs across the estate
- Mapped out pollinator friendly flowering species Spring, Summer, Autumn

SPRING-flowering pollinator friendly plants/trees/shrubs - Bergenia species, Euphorbia spp.

C. Pollinator friendly SUMMER-flowering pollinator friendly plants/trees/shrubs - Hebe spp., Ceanothus spp., Stachys byzantia, Lavandula, Rubeckia, Persicaria spp., Verbena spp.

planting AUTUMN-flowering pollinator friendly plants/trees/shrubs - Hedera helix (Ivy), japonica, Sarcococca spp., Campanula poscharskyana.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Number of pollinator workshops delivered to staff.
- Implemented electric/battery operated equipment used in grounds maintenance.
- Commissioned Biodiversity Report in April 2022 which identified the key landscape features in Capital Dock including outdoor landscaping and balconies on the residential building and recommended improvements to promote biodiversity and protect wildlife in line with the All-Ireland Pollinator Plan (AIPP).
- Set up Capital Dock Green Committee and discussed Biodiversity Report produced in April 2022 with focus on completion of recommendations.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increase pollinator friendly plants from 14 to 29 pollinators.
- Provide source of water and shelter for nesting habitat.
- Continue to deliver workshops to staff.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

14	<p>ARC:MC DC for Bees (supporter)</p> <p>ARC:MC</p>	<p>Signed up March 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We will actively promote the protection of existing pollinator friendly plants and nesting habitats on our sites. When possible we will utilise ecology and environmental specialists to offer bespoke advice on how best limit the damage to the environment and also promote biodiversity when planting/placing new areas like hedgerows, ponds, green roofs etc. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have joined AIPP and committed to help educate our team around biodiversity issues. • We are also raising awareness of this cause, speaking with our clients and supply chain involved in our projects in Ireland, United Kingdom and further afield. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We would like to encourage our clients to also commit to AIPP. • CPDs for our internal team around Biodiversity. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?</p> <ul style="list-style-type: none"> • ARC:MC are committed to reducing the impact we have on our environment and are constantly striving to achieve best practice. • We are excited to be part of AIPP and look forward to learning more strategies to aid us in achieving our goals.
15	<p>Ard na Gaoithe B&B</p> 	<p>Signed up May 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • This year we at Cape Clear B&B/ Ard na Gaoithe have continued our tradition of planting new trees in our young woodland plot. • We planted in the region of 50+ trees including: blackthorn and willow swamp oak, lime, birch, Swedish whitebeam, field maple, aspen, alder. • We continue to plant pollinator friendly flowers in the garden, cosmos, rosemary, teasel, snapdragon, lavender, calendula, sunflower and dahlias. • We don't use pesticide or herbicide in the garden. • Mowing and weeding is lax we allow some nettles and thistles in the garden as well as daisies, clover, plantain and so on. • The stone wall around the garden is home for insects and bees. • I will plant another 50 trees around November this year and hopefully they too will do well.



Signed up May 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We employed Rinn Bearna Aquatics to plant all native pollinator friendly plants around our 3-acre lake extension.
- We also planted a wildflower meadow on the perimeter of the lake that stretched for 1 kilometre.
- We saw a great increase in flying insects, water-fowl and birds of prey using this lake field and have made plans to do formal surveys for 2023 to accurately record these improvements.
- We have continued to sow roughly 5 acres of wild bird cover crop between 2 areas on the farm.
- We continue to see large numbers of butterflies and birds using these areas. We monitor these areas with trail cameras and we have recorded rabbits, deer, mice, pheasants and flocks of finches using this area for cover and food.
- We have also noted sparrow hawks, kestrel, buzzards and red kites hunting in these areas also.
- We will continue with our policy of choosing pollinator friendly and native seeds and trees. We will continue to produce the vegetables in the walled garden organically.
- We will continue to maintain our reduced mowing policy and reduced spraying policy.
- We continued to work with the local wildlife hospital to soft release rescued animals on this estate.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We invited 2 other large stud farm managers to spend a day on our farm (Coolmore Stud and Kildangan Stud) to share ideas about measures for biodiversity.
- It was a very productive day that will hopefully lead to more actions being take in 2023 on all 3 farms.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- In 2021 we planted an oak wood bordered by a native hedgerow, in 2023 we are going to continue this oak wood planting into another acre of land and add to the native hedgerow.
- We will continue to keep the 5 acres of wild bird crop.
- Over the winter into 2023 we will continue to remove laurel and other invasive species from the woodlands on the estate to allow natural restoration of the woods.
- We will also add native planting like bluebells, ferns and wild garlic to these areas that have opened up.
- We will do some structured recording this year, such as butterfly recording, moth trapping and bird surveys and log the results with the Data Centre.

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

17	<p>Ardmac</p> 	<p>Signed up March 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • Grass - The field adjacent to our office remains uncut throughout the summer months, in order to provide a food source for pollinators. • DCs for Bees - Ardmac took part in the DCs for Bees 'Orchards in the Community' initiative. We planted 8 orchards in schools, nursing homes and creches across Swords. This gave us the opportunity to not only make an individual difference, but the tools to educate, advocate, create awareness and take action in our local community. • Rooftop Garden - We planted a pollinator friendly garden on the rooftop of our Swords office. Our CSR committee spent a full day de-weeding and re-planting pollinator friendly plants including Lavender, Dahlias, Rose, late flowering sunflowers and Echinacea. Through the planting of this garden, we aim to provide a food source for bees throughout the year. • Bee Hotels - We have two bee hotels in the field adjacent to our Swords office. These houses provide a welcoming nesting structure and a location for bees to lay eggs. 		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • Company wide emails - We regularly send out companywide emails letting our team know actions they can take to help protect our bee population and advertising Host In Ireland's difference days. • Social media - We regularly post about Host In Ireland's initiatives and the importance of protecting our bee population on our social media pages. 		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>		
<ul style="list-style-type: none"> • DCs for Bees - Ardmac are proud to be taking part in DCs for Bees for the second year. This year we are doubling our efforts and plan to take 25 orchards and distribute them around our local community. • Increased Communications - We plan to increase our internal and external communication around our involvement with Host In Ireland and the importance of protecting our pollinators. • Maintaining our 2022 actions. • We will be maintaining and looking after our Pollinator Garden throughout 2023. In addition to this, we will refrain from cutting the grass on site. 		
<p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p>		
<p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>		
18	<p>Ash Ecology and Environmental Ltd.</p>	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		



- Planted 100s of spring and autumn bulbs.
- Planted annual and perennial seeds.
- Planted trees which are good for pollinators (bird cherries, willow).
- Put up bee hotel.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

In majority of reports AEE has attached the pollinator friendly planting idea advice from the NBDC website for clients.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Plant more bulbs, seeds, trees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? N/A

19

Ashford Castle Estate & Ashford Castle Golf Course

Signed up February 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have continued to maintain our pollinator friendly areas and No-Mow areas. After a big cut at the end of 2021 the no-mow areas have been allowed to develop naturally again and have brought even more diverse wildflower offerings this year.
- This year we have extended our kitchen gardens and poli tunnels. Completely organically grown our Garden Team ensure to include pollinator friendly companion planting alongside and through crops, at entrances, around and through the tunnels.

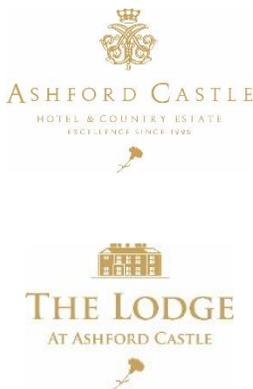
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We continue so educate our staff about the pollinator plan and our biodiversity projects, sharing the seasonal posters and garden worksheets on our notice boards and in house social media.
- We have also started working with our local Tidy Towns to help develop the plan throughout the whole local area.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- In 2023 we would like to take more action on supporting solitary bees with developing more nesting/hibernation areas for them.
- We are looking at **removing** some areas of (invasive species) Cherry Laurel and Rhododendron and planting in Native hedgerow species.
- We will continue to work with Cong Tidy Towns in developing the Pollinator Plan and making biodiversity walking trails in the area.

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



5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. It is a strong part of our company ethos.

20

Astellas Ireland Co Ltd. – Kerry



Signed up February 2022 – NEW business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **YES**

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Wildflower meadows have been introduced in several different areas around the site, the areas around the two trees in our carpark and a large area next to our contractor’s compound. These pollinator friendly plants will make for a nice addition to the scenery of Astellas as well as promoting biodiversity.
- Areas such as (nesting/shelter for pollinators): the sand bank for mining bees, log piles, the bee hotels for solitary bees, pollinator friendly planting.
- 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.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 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.
- 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.
- We have set up a **Biodiversity Tour** onsite for everyone onsite and any visitors or schools that may come to the site. This tour incorporates all the biodiversity initiatives onsite including pollinator friendly planting, pollinator nesting habitat/shelter and the SAC (special area of conservation). Areas such as (nesting/shelter for pollinators): the sand bank for mining bees, log piles, the bee hotels for solitary bees, pollinator friendly planting. Also included in the tour are the apiary, bat boxes, and the onsite food digester.
- Signage has been erected throughout this biodiversity tour to further educate anyone partaking in this tour.
- 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.
- We are involved with the **Green Schools** for our local secondary school who are going for their biodiversity flag this year. We have plans to work with the secondary school throughout the school year.
- We facilitated a talk from the National Biodiversity Data Centre on an entry level to biodiversity on any site or in any garden.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We hope to include more wildflowers in different areas around the site with the help of the landscape gardener onsite.

- We are hoping to cut down on the amount of areas around the site where grass is being cut.
- Establishment of Common Reed along the riverbank to promote bank stabilisation and also preventing further spread of invasive species in the SAC.
- 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 trialled by our landscape gardener.
- We also hope to include butterfly hotels around the flower beds.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We recently found a Golden Dragonfly on our site in Astellas. This has been logged with the National Biodiversity Data Centre. I don't think there has been any of this species logged in this area before.

21

Atlantic Aviation Group

(formerly Lufthansa Technik Shannon Limited)



Signed up July 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Designated one new area as a re-wilding area.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Internal communication notes which are emailed out to all employees have mentioned that company has signed up to the Pollinator Plan. Environmental Noticeboard in the main corridor has a section for pollinator/biodiversity information.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Bee-hotels to be put in place, 1 unit is almost finished. Work to be done on a meadow area, some additional pollinator-friendly areas to be planted.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

22	Auginish Alumina (RUSAL)	Signed up March 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Protect areas that are already providing food and shelter for pollinators. • Create a long flowering meadow. • Plant pollinator friendly trees and shrubs. • Hedgerows for pollinators. • Eliminate use of herbicides. • Adopt pollinator friendly Pesticide Code. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Raise Awareness in the local community.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO</p>
23	Aviva Stadium	Signed up March 2022 Mapped site(s) on Actions for Pollinators – data mapping portal. YES
		<p>Update 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • For our ‘Trees for Bees’ initiative we purchased 60no. pollinator friendly, 2-year-old, potted trees [30no. local Counsellor apple trees & 30no. other trees to cross pollinate the apple trees] from Irish Seed Savers. • These potted trees are due for delivery at the end of September 2022 and will be given to stadium staff to pot at home. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • An online workshop / webinar will be delivered by our contact in the Irish Wildlife Trust to explain the purpose behind planting these trees to support local pollinators, and how to look after the trees at home. • During the recent American College Football game between the North-western Wildcats and the Nebraskan Cornhuskers we used our large screens, internal TV system, and public address system to announce our support for the AIPP - <i>“Almost one third of Irish bee species are threatened with extinction from Ireland. Please join us in supporting the All-Ireland Pollinator Plan by visiting www.pollinators.ie to see what actions you can take at home right now to make a difference.”</i> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We are collaborating with our sponsorship partner, Aviva to deliver a pollinator friendly ‘Urban Garden’ on Lansdowne Road where we hope to plant pollinator and bird friendly trees, shrubs, and flowers in seated

planters so people passing by can learn about the importance of supporting our native species by reading the proposed informational signage. In both planters we hope to install small bug hotels for solitary bees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

24

**Ballycadden
Windfarm Ltd.
(EnergyPro)**



Signed up December 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The Field around Turbine No. 2 with an area of 3.3ha has been in the "Environmental Management of Fallow Land" option of the "GLAS" scheme for the last 7 years.
- Reduced area for spraying on turbine hardstands.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have raised awareness with the local primary school during their annual sponsored walk through the windfarm.
- We communicate our participation/actions and commitment to biodiversity at quarterly board meetings.
- We reviewed and updated our environmental policy for Ballycadden.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increased Community Engagement- approach local business to sponsor bee/bug hotels to be erected on each of the 9 turbine hardstands onsite and to engage with local media to highlight this and run articles in local newspaper.
- Engage with Biological and Environmental Studies at MTU to complete a study visits to a variety of wildlife habitats on the windfarm.
- Continue with engagement of local primary school during their annual sponsored walk.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

25

**Ballygowan
(Britvic)**



Signed up June 2022 – NEW business supporter

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

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Although we only joined the AIPP in June 2022, we knew we were starting from a great baseline position for biodiversity. Ballygowan in Newcastle West is on a beautiful site, bordering the castle demesne and the local river Arra. We quickly realised we needed to prioritise identification and protection of existing habitats.

- Habitats on site include broadleaf woodland, areas of scrub, open wet and dry grassland/meadows, hedgerows and old structures and walls.
- Initial findings highlighted the following opportunities which have been added to the actions log:
 - 2 x areas of meadow with managed as long-flowering meadow-1 grass cut & lift/year. We are working with the gardeners on management of these areas.
 - 2 x Length of internal site Hedgerows for protection. We are working with the gardeners on management of these areas.
 - 1 x area of mature woodland with native and non-native trees, plants and flowers.
 - 1 x wild scrub area with native pollinator friendly plants.
- Signs have been placed in areas identified as being managed for pollinators.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- The business Exec have been aligned with and are excited about Ballygowan joining the AIPP.
- Team briefs have informed employees that we are working on the AIPP and will be calling for volunteers to join the team.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Expansion of the Biodiversity team of volunteers – this will enable us to perform on-site biodiversity audits/surveys as well as identify opportunities for the AIPP.
- Expand on areas of meadow with native wildflowers.
- Identify existing natural habitats for solitary bees with a view to protect and opportunities to introduce new nesting sites.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Ballygowan is delighted to be involved in the AIPP, one very important part of our biodiversity journey. We wish to protect and enhance all elements of biodiversity through on-site and community-based collaboration and education. We are engaging with consultants to ensure a science-based approach to our plans.

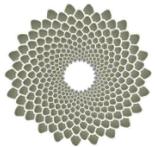
26

**Bausch + Lomb
Ireland**

Signed up April 2022 – NEW business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **YES**

BAUSCH+LOMB

27	Bee Fed 	<p>Signed up July 2021 Mapped site(s) on Actions for Pollinators – data mapping portal. TBC</p> <p>UPDATE 2022 Bee Fed continues to support the AIPP and will continue to do so into 2023.</p>
28	Bee Green Ireland	<p>Signed up April 2018 Mapped site(s) on Actions for Pollinators – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • This year we have increased our partnerships with additional organisations coming on board giving us the responsibility of managing beehives of Native Irish Honeybees. We have also installed solitary bee hotels for a company in Dublin along with creating awareness around what plants best suit and beneficial to all pollinators. • Staff from the organisations that we have partnered with have enjoyed getting involved and participate in carrying out the inspections of the bees hives when we are on site thus not only educating them on the importance of pollinators but in addition passing on their experiences to their children in a positive way when they go home from their day at work.” <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • On request we provided advice and talks around pollinators, planting for pollinators. • Creating awareness in this area lead to companies realizing the importance of what to plant to attract pollinators such as solitary and honeybees alike. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • For 2023 we hope to help more organisations with their pollinator and biodiversity actions along with Native Irish honeybee conservation programmes and the management of such. • We also hope to get more organisations to sign up to the All-Ireland Pollinator plan creating awareness that all pollinators matter. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
29	Bí Urban 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022 Bi Urban fully supports the All-Ireland Pollinator Plan and will continue to do so in 2023.</p>

30	Big Sky Flowers	Signed up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
	 BIG SKY FLOWERS	<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>Planted lots of pollinator friendly flowers. No lawn. No chemicals or pesticides. 12 compost bins being actively used to feed the soil. Hollow stems left on plants or on the ground to shelter bugs overwinter. Wild area left in corner of garden.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Attended training on identifying rare local flowers. • Working in my housing estate to reduce mowing and increase biodiversity. • Multiple workshops to promote local flowers, biodiversity friendly gardens, no dig growing. • Some were run in conjunction with Westmeath library, others in conjunction with The RefillMill – a local eco store. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Increased engagement with community groups. Biodiversity planting in housing estate. Native tree planting in CooleCalm.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
31	Biobees.ie & Centrepnt Garden Services	Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • *No Mow May – and also continued reduced mowing/cutting-natural regeneration of verges/swathes/strips/patches such as clover lawn/ or a larger wildflower lawn/mini-meadow. • Encouraged clients to introduce this policy on their various premises. • Increased pollinator-friendly planting when advising clients landscaping or re-landscaping areas Planting specific pollinator-friendly bulbs/shrubs/herbs/Heritage fruit trees/Native Trees and hedgerows enhancement. • Nesting habitats – installed solitary bee habitats south-facing earth bank for solitary mining bee, hedgerows for bumblebees, bee hotel, drilled holes in unvarnished wood. • Erected bat boxes and bird boxes on various sites around the country. • Implemented Pesticide elimination/reduction by Choosing eco-alternatives. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have been Raising awareness in our supply chain- clients and also demonstrations and events.

- Raising awareness in your local community working with Tidy Towns associations from Dublin to Cork. Demonstrations with observation beehive at events.
- Organising demonstrations with garden centres promoting pollinator friendly planting.
- Creating videos on pollinator friendly planting and biodiversity for businesses to show on their work platform.
- We have started working with a lot of new organisations on their biodiversity projects.
- Encouraging pollinator awareness.
- We have worked with a company and used recycled wooden axel creates into planters. These planters planted out with a mix of bee insect friendly shrubs like verbena, catmint, hebe, fuchsia, ceanothus, spiraea, erysimum⁸⁹, persicaria and many more. In total there are 20 wooden planters.
- One of our goals in this project is to get a planter assigned to a staff member to maintain and by doing this staff would have a better understanding on how to maintain pollinator friendly plans and hopefully apply their skills back in their own garden.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increased outdoor activities on other sites- promoting pollinator planting and encouraging business to decrease mowing, encourage company engagement with the AIPP.
- Working with local organisations such as Tidy Towns, schools, garden centres
- Spreading the word on pollinators through company wellness videos and live demonstrations within the community and also with company we are working with.
- We are invited to talk in local garden centres on promoting insect friendly plants, seeds and shrubs to costumers and staff letting them know the importance of the plants and also a demonstration on planting.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We are planning various project with companies on their biodiversity journey for 2023 and many are at the planning stage.

We have been 89organizing the following:

- Various promotions in locations around the country to celebrate World Bee Day on 20 May by informing people on pollinators with demonstrations and also a non-active beehive.
- We are expanding our solitary bee habitation on existing sites and new locations
- We have had talks on biodiversity on local radio stations and more are planned for 2023.

32	Blanchardstown Centre T/A Blanche Retail Nominee Ltd	Signed up March 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>We have added additional biodiversity sites at the Roundabout at Liberty, McDonalds Drive Through Bank, Large Flower boxes located to the front of the Green Entrance filled with Bee & Butterfly friendly plants. Additional Bee & Butterfly friendly flowers planted on roundabouts.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have communicated our Biodiversity plans to our Retailers through our Retail Advantage Scheme. • We also have used Linked In and our Website to relay our Biodiversity message to our customers and business partners. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Additional Planting on Roundabouts, continue the Wildflower Programme and wilding the Bank opposite McDonalds Drive Thru, this will be a long-flowering project. Adding Bug Hotels to the 4 Roundabouts. Increase awareness of our Biodiversity Scheme within the locale.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
33	Blarney Castle Estate and Gardens	Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/90organization taken in 2022?</p> <ul style="list-style-type: none"> • Extending areas of long grass in orchard. • 3-year rotation for cutting hedgerows. • Incorporating a wildflower strip in the walled garden adjacent to vegetable growing area. • Enhancing planting around apiaries to include pollinator friendly plants. • Additional log hives to create habitat for native black bee. • Encouraging habitat development in natural stone walls throughout the estate. • Reduction of chemical use for pest and weed control throughout the estate. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ 90organization taken in 2022?</p> <ul style="list-style-type: none"> • Information boards on estate containing wildlife and biodiversity updates. • Bee observatory providing information about good pollinator plants and how to keep bees. • Bird Hide providing information about wildlife in residence on the estate.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Enhance and extend the wildflower areas on the estate through the use of yellow rattle to compete with grass and allow development of native flora.
- More log hives to attract wild swarms in woodland areas.
- Maintaining log piles in woodland settings throughout the estate as cover for insects, fungi and mammals.
- Leaving dead trees in situ where it is safe to do so for bats, owls, woodpeckers etc.
- Continued reduction of pesticide use throughout the gardens.
- Elimination of docks in wildflower areas.
- A continued 'less tidy' approach to how we maintain the gardens, leaving corners unstrimmed, delaying cutting back, leaving seed heads in situ over winter.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

34

Boortmalt



Signed up September 2018

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

UPDATE 20221. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- On the Athy Malting site we planted 2Ha's of wild-flower meadow.
- Reduced mowing with short-flowering and long-flowering sections.
- Increased pollinator friendly planting throughout the site.
- On the Heritage Farm (Donoughmore), Boortmalt added wild-flower strips on the headlands of the barley fields, planted 2.5 Ha's of wild-flower meadow.
- Eliminated insecticides from the barley spray programme.
- Managed the hedgerows to provide bee cover.
- Installed bee boxes.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Boortmalt raised awareness within the site by providing a briefing to all staff on the pollinator actions within the site and on the heritage site. We have made our global and local malting barley customers aware of our pollinator actions.
- We have developed a BeeSafe Application for use by the local farmers and bee-keepers to notify spray timings within the cereal fields and give advice to the farmers as to the most appropriate timing of applications to avoid/mitigate the negative effects of pesticide applications.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To continue with the actions that we have established in 2022 and seek to become more involved in the local community where possible, particularly in supporting local community actions and the tidy town movement.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

35

Boston Scientific



Signed up May 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Designated 200 m² as "No-mow Zone" to create natural wildflower meadow.
- Placed several bird boxes to act as nesting habitats.
- Planting AIPP recommended pollinator friendly bulbs.
- Supporting Clonmel Tidy Towns and An Taisce National Spring Clean collecting litter in Clonmel town over 4 weekends.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Raised AIPP and Biodiversity awareness with employees over an online Biodiversity talk hosted by Sarah Kelly.
- Distributed material outlining the biodiversity currently existing on site.
- Supported site EHS and Energy teams in promoting Boston Scientific European Green week.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increasing no-mow areas expanding on pollinator friendly areas
- Implement signage on wildflower area to increase awareness of pollinator friendly areas
- Engage in activities the community and on site to increase awareness of biodiversity

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

36

Brady's Coffee Company

Signed up May 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **NO**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Leaving native woodland to grow including brambles, oak, rowan, hazel, beech, silver birch, holly, ash.
- Reduce areas of mowing / no mowing of areas for 1 year.
- Planted approx. 600 native Irish trees in 2022 to offset carbon footprint of roastery and increase biodiversity.
- Cleared approx. 10sqm of lawn area and planted bulbs (September 2022) at home (we work from home regularly).
- Plan to put large wildflower pots at rear of roastery building.
- Reduce use of pesticide.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have connected with a number of local beekeepers and have provided our coffee sacks as the burlap material provides the best smoke for the bees. I have noted this on social media.
- We have used our coffee sacks (and provide them to various individuals and organisations) for use as weed suppressants in the hope that this will reduce use of sprays etc. I have communicated this on social media.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Plan to put large wildflower pots at rear of roastery building.
- Increase wildflower meadow area at home.
- Continue to spread the word about how useful coffee sacks can be as weed suppressant barriers, for bee-keepers etc. and continue to give out coffee sacks for free to local beekeepers.
- Plant approx. 600 native Irish trees in 2023 to offset carbon footprint of roastery and increase biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

37

Bray Retail Park



Signed up January 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have implemented a policy of replacing existing planting with pollinator friendly planting which is building on the new planting zone & insect hotel delivered previously.
- We have continued to ensure that pollinator supportive cleaning products and processes are used on site.
- We have started to address a banked area increasing protection areas to allow solitary bees to nest there.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- In addition to showcasing our work on our company and retail park websites & social media challenges, we have erected two new educational signboards in key pollinator areas on the site. These boards include information on the various plants that customers can introduce into their gardens, information about different bees and how they can be protected and supported.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are examining a mapping event to assist with the identification of the different pollinators that we have on site.
- We are hoping that this would include staffing within the retail units, Sigma staff and customers and would occur at different locations of the retail park.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

38

Breedon Group

Comprising:
Breedon Ireland
 (Lagan Materials Ltd.)



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 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The Breedon Group sites, Breedon Cement, and, Breedon Brick, strictly complied with the prohibition on cutting of hedgerows between the March-August period for the continued shelter and habitat of the wildlife diversity on both sites.
- In 2022, Breedon Cement also planted 3,500 trees. The main species planted were Black Alder, Silver Birch, Common Hazel, European Spindle, Beach Rose, Guelder-Rose and the Common Holly.
- Breedon Cement continue to maintain an established biodiversity area, free of any pesticide use, of circa 60 acres.
- Breedon Brick have established a natural long term flowering meadow of circa 1 acre.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Updates given to all stakeholders on site operations, including sustainability initiatives through our Community Newsletter.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Both Breedon Cement and Breedon Brick will have an external Biodiversity Action Plan completed in 2023.
- The main aims of the BAP will be to identify and implement opportunities to maintain, create and enhance habitats of ecological and local landscape importance ensuring ecological connectivity where practical; to maintain, and where possible enhance, the ecological value and natural assets of retained habitats and to assess the habitats and species present and maintain the viability of all protected species populations and their habitats.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

39

Brookfield Farm



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Protect existing pollinator habitats – 1000m Length of existing flowering hedgerow protected (m). Other pollinator friendly habitats protected – Broadleaf Trees.

- Reduce mowing – 20,000 m2 - area managed as long-flowering meadow-1 grass cut & lift/year (m2)
- Pollinator friendly planting
- Provide nesting habitats – 5m2 - area of earth bank or bare soil created for mining bees (m2). 5 bee hotels installed. 150m Length of existing dry stone Increased planting – 150,000m2 Area planted with Clover sward (m2).
- walls protected (m);
- Reduce pesticide use – 200,000m2

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Raising awareness of pollinators

- 1 pollinator sign.
- 2000 - Number of other pollinator friendly guidelines/leaflets distributed.
- 1 Number of pollinator workshops delivered to staff
- 2800 Pollinator Plan's businesses guidelines promoted within supply chain (number suppliers/contractors contacted)

3. What are your proposed pollinator-biodiversity action(s) for 2023?

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

40

Bumblebee Flower Farm



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

UPDATE 2022

Bumblebee Flower Farm continues to support the All-Ireland Pollinator Plan and will continue to do so in 2023.

41

Burren Nature Sanctuary



Signed up July 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 2022?

- Planted 1000 native trees in February.
- Conservation managed meadow with seed collecting in conjunction with National Botanic Gardens Glasnevin, Native Seed bank and NUG Plant Sciences department.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Barn Owl conservation free talk.
- Digilego Erasmus science trip (hosted for free).

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Seed collecting.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

42

C&D Foods
(an ABP Company)



Signed up September 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

43

C&J's Animal Park



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have allowed our woodland (which contains a selection of native and some fruit bearing trees) to continue to grow in its natural state and we have a “Don’t Mow” policy on the grounds.
- This year we have continued to maintain our large bug hotel, wildlife pond and the various log piles around the Park.
- We added new hanging baskets and planters with recommended plants and maintained the others on site, including the flower beds in our dedicated wildlife garden.
- We have also planted bulbs that will flower next year.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 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. For example, we have a sign introducing our bug hotel and explaining how we built it from recycled items that would usually just be thrown away.
- We added 2 more signs this year explaining why we don’t mow.
- 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 addition actions at home.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Next year we will continue our work maintaining the Park grounds to enable wildlife and pollinators to thrive here. I think we will consider removing some dock as it has started to grow heavily in some areas.
- We will also be adding more pollinator friendly plants and continuing our educational work on site.
- We are in the process of planning an event to celebrate World Bee Day which will raise more awareness on this.

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

		5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ESG~CSR/ EMS (e.g. ISO14001:2015)? YES
44	Cabra Castle Hotel 	<p>Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. NO</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> Planting over 100 new trees. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> Members of staff partaking in Digi Eco – a programme focused on sustainability and biodiversity. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Further planting.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES</p>
45	Caherhurley Nursery 	<p>Signed up November 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022 Caherhurley Nursery continues to support the All-Ireland Pollinator Plan on a daily basis as an organic and pesticide/herbicide-free nursery, and, will continue to support the AIPP through 2023.</p>
46	CAI 	<p>Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> CAI worked with Host In Ireland as part of the Orchards in the Community initiative and we have supported the planting of seven community-based orchards in addition to three individual orchards in counties Carlow, Cork, and Limerick. In addition, we've increased planting of pollinator friendly wildflowers in these communities and worked with local groups to continue to reduce mowing of green areas in these locations. We've also worked with the local maintenance groups to eliminate the use of all chemicals and pesticides under their remit. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> CAI continues to promote the DCs for Bees and Orchards in the community initiatives along with the growing group of Host In Ireland partners. This has

included a number of LinkedIn centred postings and internal awareness campaigns. These campaigns will continue through the rest of 2022 and into 2023. CAI continues to have a DCs for Bees ambassador.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

In 2023 CAI will again be taking part in the planting of community orchards both locally and in other international locations. We will continue to have a DCs for Bees ambassador, and, will use our social media channels to propose pollinator friendly messaging.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Not formally – CAI is still developing a sustainability strategy and pollinator friendly aspects are to be included but the strategy is not final. We're working with our supply chain globally on this.

47

Cairn Homes

Signed up November 2018

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Linden Demense** - In our Linden Demesne development, in addition to the retention and regeneration of 150m on native hedgerow habitat, we are planting for the succession of hundreds of new native tree species. A water-pond is being designed to enrich the habitat and encourage. Every garden is supplied with native floral planting and a birdbox based on designs supplied by birdwatch Ireland.
- **Citywest 3** - Now in development, this will be one of our first ever **Biodiversity Net Gain** developments, due for completion in 2023/4. A full biodiversity survey has been commissioned and a planting and action plan is ongoing.
- **Parkside** - Now in development. This also will be one of our first ever Biodiversity Net Gain development, due for completion in 2023. A full biodiversity survey has been commissioned and a planting and action plan is ongoing. Engagement and planting with local schools has already begun.
- **Clonburris** - Starting this year, Clonburris will be Ireland's newest and most sustainable town. Last year we harvested haws from the hawthorn trees on the site, and they are now in their first-year propagating in a nursery, allowing for sustain mature replanting. A biodiversity survey had taken place and a full plan targeting Biodiversity Net Gain is in development.
- **Harpur Lane** - In our Harpur Lane development in Leixlip we supplemented the existing planting with hundreds of new native trees and understory planting. With naturally built-up small stone weirs to oxygenate the water. We also installed bird and maternal bat roosts on site during construction which is ongoing.
- **Hawkins Wood** - in addition to our standard Pollinator-friendly perennials and flowering shrubs in all front gardens, and Native tree planting in open

spaces and private gardens we designed a showcase biodiversity garden to promote the individual actions our customers can take in their own spaces.

- **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. We also developed a 2.0 ha public park in Graydon with extensive native tree planting and meadow seeding.
- **Mercer Vale** - We have planted a new native hedgerow planting in our Cherrywood housing scheme. Pollinator-friendly mixes of perennials and flowering shrubs in all front gardens. Native tree planting in open spaces and private gardens (7.5 trees per completed dwelling to date). Water conservation Butts to all gardens.
- **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 worked with us to design, build and install over 90 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. The apartment blocks have been seeded as green roofs.
- **Citywest Quarter** - We completed the installation of 270sqm of green roof over the bike stores.

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

- 100% of sites have had a biodiversity assessment.
- Pollinator-friendly combinations perennials and flowering shrubs in all front gardens.
- Native tree planting in open spaces and private gardens (7.5 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 homeowner.

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 2022?

- We communicate our biodiversity goals to all customer in their welcome packs, brochures and websites.
- Internally we have produced a brochure highlighting our actions and future intentions and all members of the team have been presented with BNG (Biodiversity Net Gain) information presentations.

- Our Sustainability report, annual reports and all results announcements contain Biodiversity updates.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Our key mission in 2023 is to ramp up our efforts and commitments to achieving BNG in our developments and the company has tied achieving our BNG Targets to Executive and board remuneration and well as Long Term Incentive Plans, ensuring it is front and centre in our corporate actions.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? **YES**

- We recognise and acknowledge that construction can have negative impacts on local ecosystems and our approach is to reduce those impacts and seek out ways to support and create new habitats.
- Our Biodiversity Policy, formally adopted in 2021, will influence all stages of product delivery from site planning, detail design, operations, to aftercare.
- All Cairn developments going through the planning system are subject to an environmental impact assessment and these will be enhanced with deeper ecological surveys to meet our goals and achieve Biodiversity Net Gain on 40% of unit commencements by 2024. A Biodiversity Action Plan to minimise impacts and optimise opportunities for habitat creation will support this.
- We will mitigate the direct impact on local biodiversity on each of our developments, 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 development, or otherwise contributes to the improvement of Ireland’s biodiversity.

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

As we ramp up our actions to target Biodiversity Net Gain, we recognise the need to work in partnership with organisations and communities that share our goal and vision, we consider this key to our success as a society and welcome the chance to work with anyone who can help us get to where we need to be.

48

Calor Teoranta

Signed up March 2020
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- At our Whitegate Filling plant in Cork, we have added different types of vegetables to the vegetable gardens.
- We have also increased the number of planters and flower types that are attracting bees. At Long Mile Road Offices (Dublin) additional planting project was undertaken and used tyres (taken from Calor LPG Tankers) were painted and used as potting areas.
- Composting has increased across our Filling Plants and Terminals with arrangements for composting bins to be provided to compost waste grass cuttings.

- We continue to reduce the number of grass and hedge cuttings.
- Pesticides have been replaced with Herbicide only used where necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Environmental and Sustainability Awareness Toolbox Talk (TBT) developed and is included as part of employees and contactor inductions.
- Environmental and Sustainability Policy is updated annually and issued to all Calor workplaces and available on Calor website.
- 3) We have successfully completed Stage 1 of obtaining 14001 Environmental Management Systems Certification with NSAI and Stage 2 certification will be completed by the end of 2022. Calor became the main sponsor for the Burren Ecotourism Network as part of a 12-month partnership where Calor is collaborating on a number of key marketing campaigns.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Planting Fruit trees at Whitegate Filling Plant to further encourage beneficial insects
- Tolka Quay Terminal and Sligo Depot will be reviewed to identify suitable biodiversity projects that can be undertaken.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

49

Celtic Anglian Water Ltd.



Signed up May 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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 wildflower meadow.
- We have installed a bee hotel and have created natural insect/bee habitats with fallen and pruned trees.
- We have planters outside our admin building and hedgerows/shrubs along roadways within the site.
- We now have two sites participating in the plan as our Dublin site has also begun by reducing mown area on site approx. 250m2.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Celtic Anglian Water have emailed all staff information booklets from the pollinator website.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Reduce the use of pesticides on site through consultancy with our landscapers and planting of further sunflower seeds which were harvested from last year.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES. Both sites are now logged on the pollinator plan.

50a

**Clayton Hotel
Ballsbridge**



Signed up February 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We engaged in No Mow May, but also continued this for a large portion of the summer.
- We have started only planting pollinator-friendly plants in the garden.
- We have removed all chemicals from the garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have constantly been updating our social media pages with posts explaining our efforts.
- In-house, the newsletter is sent throughout the hotel to update the staff.
- At our town hall meetings, we like to update the team on our green initiatives which include our pollinator-friendly plans.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Reducing our mowing in the gardens in general and no mow may
- Continue to not use harmful chemicals
- Plant more native Irish plants in our garden area
- Plant more vegetables and fruit plants
- Continue not to touch our scrubland area

4. Have you logged your HQ/site(s) on Actions for Pollinators? NO. I can't seem to set the company up here.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

50b

**Clayton Hotel,
Burlington Road**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Increased pollinator friendly borders around the carpark of the grounds with lavender plants in particular.
- Left areas by insect and bee hotels free/natural.
- Decreased mowing around the grounds.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Regular posts on both our internal communication boards through our online app Alkimii and through our social media channels to update our team and clients on our actions.

		<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Introduce further wildflower site at the other side of property • Focus on supply chain communication – identifying and focusing on using suppliers with best practices. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
50c	<p>Clayton Hotel Charlemont</p>  <p>CLAYTON HOTEL CHARLEMONT DUBLIN</p>	<p>Signed up April 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p>
50d	<p>Clayton Hotel Cork City</p>  <p>CLAYTON HOTEL CORK CITY</p>	<p>Signed up October 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC.</p>
50e	<p>Clayton Hotel Galway</p>  <p>CLAYTON HOTELS</p>	<p>Signed up August 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • In September 2022 we installed 50m2 of raised planting beds around the hotel grounds and planted pollinator friendly autumn / winter flowering heathers in these. • Close to each of these planters we installed 5 no. bee hotels also. • In February in 2022 we planted 400 native Irish trees on Ruairic's farm, Tuam Co. Galway. Tree species planted include Alder, Birch, Oak, Scots Pine, Hazel, Crab Apple, Spindle, Guelder Rose and Apple Trees. • In addition, we part-sponsored tree planting in two other County Galway locations – St. Mary's Nursing Home and Ballindereen. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We market and advertise our participation in the All-Island Pollinator Plan 2021-2025 by erecting external signage around the hotel's grounds, internal signage / posters in staff and back of house areas and including information on our registration with same in guest facing areas including on the TV screens in the lobby, our own website, social media and information boards. • We have incorporated this information into our Green Induction presentation which all new employees attend. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>

		<ul style="list-style-type: none"> In 2023 we intend to increase the coverage of pollinator friendly planting around the hotel grounds significantly by erecting more raised beds in our overflow car park. At present this is a wide open space which we intend to break up into sections using these raised beds to divide up the area. We will continue to plant more native trees with our partners Trees on the Land, funded by a levy we raise on sales of meeting rooms throughout the year. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
50f	Clayton Hotel Limerick 	Signed up November 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC
50g	Clayton Hotel, Silver Springs 	Signed up February 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
50h	Clayton Hotel Sligo 	Signed up August 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC
50i	Clayton Whites Hotel (Wexford) 	Signed up August 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC
51	Cliffs of Moher Experience 	Signed up February 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? The Cliffs of Moher have started their pollinator journey to protect the habitats that are essential to the Eco systems that are in the special Protection Area of the Cliffs. <ul style="list-style-type: none"> The cliff tops have been sealed off to stop traffic on the cliff edge so the Grasses and flowers can grow and provide the food necessary for the Bombus bee that has been spotted living here. We started a journey of reversing the foot erosion on the pathways around our site and on the cliff top’s. We began with aerating the soil to rejuvenate

the life with in it. By digging up the soil we were able to inject air, let water run through and let the worms do their work. By rejuvenating the soil, we were than able to liven up the natural seed banks that were lying dormant within the soil and let them grow.

- We then stopped visitors from walking on these areas and let the grasses and native wildflower grow.
- We reduced mowing to once a year to let the flowers grow and the bees to have enough food to survive the season. We mow in November.
- We do not have hedgerow around the site, but we do have little stone walls. We do not power wash these walls that border the site. We stopped this practice as the cracks and crevasses in the walls create a habitat safe for the lizards and other insects that live here.

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

52

Clinic na gCapall

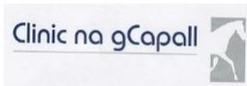
Signed up June 2019

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

**&
Triall Teoranta**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?



- Planting of summer flowering herbaceous plants within the site.
- We continue to manage and monitor our meadow, removing thistle and dock during the summer months and completely removing vegetation in September.
- We have added 4 more bee boxes as we note that the existing ones are being used.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have donated 800 bluebells and snowdrops to Old Leighlin Community Group.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Sponsor the printing of 'Pledge your Garden' for pollinators leaflets for our local community.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

53

**Clondanagh Cottage
& Farm Self Catering
Accommodation**

Signed up February 2022 – NEW business supporter (rejoined)

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



UPDATE 2022

Clondanagh Cottage & Farm Self-Catering Accommodation fully supports the All-Ireland Pollinator and will continue to do so in 2023.

54	Clonmel Enterprises Ltd.	Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>In 2022 CEL undertook the following outdoor actions:</p> <ul style="list-style-type: none"> • We implemented a reduced mow for the grass at the property, with no grass mown between April-July, and then only around the front door (30m²). This grass was mown and lifted at the end of July. • The remaining area (240m²) has been managed as a long flowering meadow, this is the first year and by the end of Sept, this area will be mown and lifted in order to promote meadow growth instead of grass in the following years • Additional flowering plants were allowed in the flower beds including clover and various types of thistle. • Installation of 3 no. insect hotels. • Herbicide use has been eliminated on the site. • Erected signs for areas that are not being mowed. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>In 2022 CEL undertook the following indoor actions:</p> <ul style="list-style-type: none"> • Undertook information campaign for the 'Great Yellow Bee' in April and a second campaign on what wildflowers to look for in unmown areas in June. • Undertook a campaign to increase flowers for pollinators and are and have issued bulb packs to all employees with bulbs recommended by AIPP to planted for next Spring. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>So far our plans for 2023 are:</p> <ul style="list-style-type: none"> • Increase planting for pollinators at our HQ. • Continue with the long flower meadow area outside the HQ. • Continue campaigns with highlighting the option for staff to pledge their gardens for pollinators, celebrating world Bee Day (20th May) and to take part in Flower-Insect Timed Counts. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES we have.</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES we started last year and will continue to do so.</p>
55	Colliers 	Signed up April 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC <p>UPDATE 2022</p> <p>See Elmpark Green listing No.86 of this report.</p>

56	<p>CommScope</p> 	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>CommScope has sponsored 20 orchards for local schools and charities. These (100 trees) will be planted in November 2022. Some Orchards will be planted on CommScope site and others will be donated to local schools and charities.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Through the 'DCs for Bees' initiative managed by Host in Ireland we planted mini-orchards - 100 Heritage Fruit Trees (apple, pear, plum) via Community/Volunteer Groups. • As part of participation each of these groups had to map their actions on 'Actions for Pollinators' data mapping portal which has now been completed. <p>Internal Communications:</p> <ul style="list-style-type: none"> • Awareness of the Pollinator Biodiversity Plan has been communicated across all departments in CommScope Bray. • DCs for Bees signage has been displayed across Commscope's site in Bray • Awareness has been communicated across community and volunteer groups about the DCs for Bees and Pollinator Biodiversity plan. • Donna Pearse has presented the initiative to employees in CommScope <p>External Communications:</p> <ul style="list-style-type: none"> • CommScope has an Ambassador representing the company on the DCs for Bees Committee managed by Host in Ireland. • We have communicated across all CommScope social platforms. • Also, CommScope has commenced hosting customers from across EMEA, as part of this we have communicated the All-Ireland Pollinator Plan to visiting customers and the site activities to all. This has been extremely welcomed by our external CommScope visitors. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Reduce mowing of grass/cutting of hedgerows on site. • Supporting the growth of a CommScope wild meadow on site. • Sponsoring the Orchards Community initiative this year. • We plan to have a Pollinators webinar for staff. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
57	<p>Conicker Farm Flowers</p> 	<p>Signed up February 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2021</p> <p>Conicker Farm Flowers fully supports the All-Ireland Pollinator and will continue to do so in 2023.</p>

58

**Connecting to
Nature**

(formerly Blooming Native
Wildflowers)



Signed up July 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Wildflower meadows: Wildflower meadows have been planted around the offices using Irish Native species. These are being managed to promote maximum biodiversity potential.
- Bulbs for pollinators: Spring flowering bulbs have been planted to lengthen the blooming period from early February onwards. Bulbs have been chosen to provide maximum nectar and pollen sources for pollinators.
- Nesting: Wild bird nest boxes have been erected on trees around offices and premises to encourage bird populations. A mis of nesting boxes have been provided.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Talks: We have been engaged with a local school giving talks on biodiversity and the importance of native planting. We have also given community talks to interested groups on history, folklore and importance of our natural landscapes and species.
- Internal communication: Staff have been learning about the importance of biodiversity and how our actions can help prevent biodiversity loss.
- Online: Our online presence includes many social media and blog posts educating our customers on various aspects of the natural world – from folklore associated with plants found in the countryside to insects, birds and mammals that can be helped, or that help us, in the garden and in the wider landscape.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Management: Timely management of wildflower meadows to minimise habitat loss – cutting of wildflower meadows in stages rather than removal in one go, cutting from the inside of the meadow out to allow mammals and birds to move out.
- Hedgerows: Identifying potential new hedgerow space around the premises to encourage greater diversity of tree species – correct tree in correct place. Monitoring of existing hedgerows for degradation and potential repair.
- Survey: We will begin a survey this Spring to identify insect and bird species around the premises and their number. This will run for three years to identify the impact of newly created habitats on existing populations and species diversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

59	<p>Convergent Technologies</p> 	<p>Signed up March 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Planting Orchards in Bray with Tidy Towns and CUS Rugby grounds. • Planting wildflower seeds in our gardens. • Reducing mowing the grass. • Eliminating pesticides and • Sunflower event. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Raising awareness of the declining bee population within Convergent through emails, posters and word of mouth. • Joining Host in Ireland events and webinars aimed at raising awareness. • Promoting the 'DCs for Bees' initiative through social media. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We propose to carry out the same initiatives as we did in 2022 and get involved in any other events held by Host in Ireland. • We plan to increase the engagement of our Convergent employees in all initiatives for 2023. <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 on your pollinator/biodiversity journey?</p> <p>We have thoroughly enjoyed our involvement in the All-Ireland Pollinator Plan. It has increased our awareness and brought a genuine interest to many of our employees, families and friends. Big thank you to the Host in Ireland team for all their efforts, we look forward to 2023!</p>
60	<p>Core Landscaping Ltd.</p> 	<p>Signed up November 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>

61	<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 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • General maintenance of wildflower meadows, expansion of No Mowing designated areas. • Additional bulbs planted in planters for spring flowering. • Large Tiered Planters sourced to commence Pollinator Friendly planting for Spring/Summer 2023. • Bug hotels given a face lift during Spring 2022. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • World Bee Day Colouring/Design competition held for all Primary Schools in Munster followed by a month-long exhibition of entrants and Information on Bees and protecting them. • Commencement of a Stakeholder sustainability group within Cork Airport which has biodiversity as one of the pillars. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Enhancement of existing areas, increase pollinator friendly planting in designated areas. Continue to include local groups and businesses in our journey.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. It is a designated sustainability targets in our sustainability strategy.</p>
62	<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 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>After making the initial commitment to establishing and enhancing biodiversity on our site in 2022 we make the conscious decision to protect all the biodiversity that is currently in and around our gardens. We made an agreement with our landscapers to start cutting later in the year and to reduce mowing during the summer months. We are also committed to using pesticide free products and our landscapers are aware of our commitment to pollinators and have this in mind when maintaining our grounds.</p> <ul style="list-style-type: none"> • In 2022 we added heather, English lavender and a range of other perennials along the border of our back garden to create a wildflower area that would encourage and protect pollinators. • In the months of Jun-Aug we let the dandelions, daisies, buttercups, and other wildflowers grow out rather than having the grass cut.

- Outside the front of the office where we previously lacked biodiversity, we have planted pollinator friendly containers which are maintained throughout the year.
- Upgraded our bug hotel for the back of the garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

With pollinators in decline across the country Cork Chamber has pledged to take action to protect pollinators and support the shared plan of action to improve biodiversity across Ireland. To help spread the word about pollinators and the actions we can take to help them. Please see our actions discussed below.

- Strategic Plan/ Delivery Plan – In line with our external strategic plan we have a delivery plan the guides us to where we would like to be and how we plan on achieving it. Included in this internal publication we have included our actions which will help us achieve our goals in protecting pollinators and improving biodiversity now only on our site but promoting it to our community.
- We had The All-Ireland Pollinator signage made up and placed in our garden to help create awareness and to show to our visitors and our team that we support this action Plan.
- Since signing up to the plan we have made some changes to our website and under our sustainability section we have now added “Environment” page. Here, we promote good environmental practices on our grounds through including the promotion of The All- Ireland pollinator pledge. In all our activities, we aim to be an environmentally responsible member of the community we serve. On our website we published that Cork Chamber signed up as a business supporter of the All-Ireland Pollinator Plan and we encourage our members to also by supplying the link on our Environment Landing page, via Cork chamber website.
- We have included our progress in Biodiversity in our annual report including what actions we have carried out.
- A direct knock-on effect of pledging to All Ireland Pollinator plan and trying to increase biodiversity awareness has led us to create an internal committee, The Green Team. The chamber Green Team meet monthly and look at the changes we, as an organisation can create within our own offices, gardens and while hosting events. This has led us to discuss several policies including our Biodiversity Policy. This draft policy has been discussed internally and is in the process of being approved for distribution and to our website.
- We are going to create an awareness campaign for the summer months kicking off on May 20th – National Bee Day. We are going to roll out internal awareness campaign and promote Bee preservation and what actions we are, and we all need to take personally as well as a business organisation to protect the bees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- This year we are hoping to continue mapping on the diversity data base.
- Our Green Team Committee will be focusing more on biodiversity on the premises and finalising an awareness campaign for the summer months kicking off on May 20th – National Bee Day. We are going to roll out internal awareness campaign and promote Bee preservation.

- An installation of shelter/nest to assist with safe nesting habits and create an increased focus on various species with aid Biodiversity.
- We will also be looking at speaking to some of our members who would specialise in Environmental policies and biodiversity for ideas and suggestions that can make Cork Chamber an ideal place for pollinators with suitable food and places to thrive.
- External Communications/Community Campaign- over the next year as part of our pledge we believe raising awareness and helping spread the word to our members is crucial. We hope to do this through several communications and campaigns e.g.- Looking at providing free pollinator friendly plants to members in as pollinator commitment to increase Biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/ biodiversity journey? We are really excited to see what further transformation we can create onsite and what other ways we can ensure safe habitats for Pollinators. We are looking to really excel and make some changes in nesting habitats and creating a safe environment for Pollinators. We are eager to see the rewards over the coming year with these changes and in adding to the shelters we are hoping to see a wider species of pollinators. We are looking forward to seeing what awareness we can create and as a members Business organisation we are looking forward to seeing how we can create awareness campaigns and have an effect on our community.

63

Croke Park



Signed up July 2020

Mapped on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The GAA alongside Croke Park launched the GAA Green Clubs programme after a successful pilot programme.
- This programme includes a specific biodiversity thematic area. Through the programme, pollinator activity is encouraged on club grounds and advice and tips are given on how to implement this.
- Clubs have erected signage on walkways with information about bees and the planting of biodiversity-friendly trees, shrubs, and flowers.
- We have continued our pollinator-friendly planting around the stadium carparks and surrounds.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

The GAA Green Clubs held an online biodiversity workshop with great tips and links for any club or community interested in designed biodiversity actions and action plans. Croke Park circulate a quarterly newsletter for all staff which includes a biodiversity update and we also discuss biodiversity in all our new staff inductions.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Encourage more clubs to reduce use of herbicides and promote biodiversity on their grounds through the GAA Green Clubs Programme.
- Protect areas that are already providing food and shelter for pollinators both in Croke Park and around our network of clubs.
- Expand our bug hotels and pollinators to other areas of the stadium including the installation of additional bird and swift boxes.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

64

**Crowne Plaza Hotel,
Blanchardstown**



Signed up December 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We created designated pollinator friendly corner (17m2) with added lavender for spring and Cyclamen for Autumn.
- We introduced Ivy in our plant pots at the back of the restaurant outside area.
- We introduced mini bee hotels in our pollinator friendly corner.
- We have eliminated all pesticides on our site and we are using only eco-friendly chemicals.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have introduced internal staff trainings – Management Level and Team Level.
- We created Green Team who looks after sections and training between different departments.
- We engage with local suppliers and buy our herbs of organic, local farm.
- We have introduced training “tiles” on our guest TV to spread awareness and engage with public. Added tips of what can be done within their household/garden when they come back home.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- **Increased Communication Actions** – updating ongoing works on tile on TV to educate guests.
- **Increased Community Engagement** – engaging with Tidy Town and Blanchardstown Shopping Centre cleaning and planting.
- **Increased Employee Engagement** – additional training for staff members and scheduled actions for Green Committee of the hotel.
- **Increased outdoor Actions** – introducing herb bed in the planters at the back of the hotel; introducing more lavender and ivy in the pots at the back, planting Rowan on the side of the hotel.

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

Yes, we did. As our space outside is limited, I have updated existing one with extra works that we have done around. I have tried to add another site for plant

herb pots at the back of the hotel but was not able to do that with our property – not sure if there was something that didn't work on the website.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We are delighted to be on that journey, but it is a bit challenging for us as our property doesn't have much green area around. We are hoping that we can balance that off through increasing general awareness within staff and customers.

65 Crowne Plaza Dublin Airport

Signed up January 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

Holiday Inn Express Dublin Airport



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We partnered with Crann Ireland and planted 40 native tree species in our local Northwood Park.
- Took part in No-Mow May which allowed native species of plants grow.
- We have planned a bulb planting day in the beginning of October. The bulbs are for late winter/ early spring flowering plants such as crocuses, snow drops and hyacinths.
- Installed two bee hotels. We went smaller size ones to prevent from attracting predators and diseases. Drilled holes in wood to provide bee nesting area.
- We do not use pesticides on site.
- We took part in Donabate Beach clean together with Clean Coasts Ireland collecting 25 kg of rubbish.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- A sustainability notice board was created and put up in our staff area to inform of the hotel sustainability journey, posters for 'pledging your garden' to pollinators.
- we have included our biodiversity and sustainability policy in the induction document for new team members joining.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Planning with our landscape company to introduce clover to our front lawn.
- Ensuring the flowers planted are pollinator friendly.
- Identify an area to create a regenerated long flower meadow.
- We will be inviting our suppliers to join AIPP.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

<p>66</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 2022</p> <ul style="list-style-type: none"> • We confirm our commitment to the All-Ireland Pollinator Plan. • The business has been focusing on a new Sustainability Strategy; a strategy that is being developed by our new Group Head of Sustainability including the expansion of a new cheese facility. It is our intention to include biodiversity in our 2023/24 objectives and will include the Pollinator Plan.
<p>67</p> 	<p>DePuy Ireland</p>	<p>Signed up December 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Two planting initiatives conducted on-site – One in May with a selection of lagomorph plants that are pollinator friendly and the second planting event in October with pollinator friendly plants for spring flowering season. The AIPP Pollinator Friendly Planting Code Guide was consulted for plant selection. • Annual event continued in 2022 - woodland improvement project to increase sunlight allowing native species increase their leaf cover improve the woodland ecology overall. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • The planting events conducted were communicated internally on the EHS noticeboard. • Communication on our biodiversity actions was also conducted with a group of 5th Class pupils from Holywell N.S. The pupils were invited on-site and participated in a walking tour of the site which included a visit to the apiary and the pollinator friendly planting zones on-site. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • 2023 will be the final year of the 4 Year woodland improvement project. • On-site planting events with employees and local schools will certainly feature. • The installation of bird and bat boxes on-site is planned to be ready for the nesting season in 2023. • Continued work with our partner WildWork and the site Biodiversity Action Plan will determine our additional 2023 activities. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – Integrated into site ERG – Employee Resource Group.</p> <p>7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey? Continued management of our on-site apiary in support of the Irish Bee Conservation project.</p>

Signed up July 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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 5 PhD students studying the impact of these swards on soil, plant, animal, human and environmental health. 2022 is our third growing season on the trial.
- The components of our multispecies grazing swards are: Perennial ryegrass (*Lolium perenne*); Timothy (*Phleum pratense*); Cocksfoot (*Dactyls glomerata*); White clover (*Trifolium repens*); Red clover (*T. pratense*); Chicory (*Cichorium intybus*); Plantain (*Plantago lanceolata*); Greater birdsfoot trefoil (*Lotus pedunculatus*); Yarrow (*Achillea millefolium*); Sanfoin (*Onobryclis vicifolia*); Salad burnet (*Sanguisorba officinales*); Sheep's parsley (*Petroselinum sativum*).
- Consequently, we have increased the biodiversity of our grazing which provides greater variety for pollinators.
- In addition, we chose to stop mowing our grass verges and lawn areas on the farm. 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.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 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, 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.*
- We were invited to present at the National Biodiversity Conference where we presented our work on increasing biodiversity in grazing swards which is highly relevant to the All-Ireland Pollinator Plan and our other biodiversity work which include a grey partridge breeding programme and monitoring the wild deer in the area. I enclose, in the same email as this submission, the presentation that was given at that conference.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We plan to engage with the National Biodiversity Data Centre and create a strategy on biodiversity that complements our work on sustainable agriculture. To that end, I would like to extend an invitation to the National Biodiversity Data Centre to visit us at our research farm in County Meath.

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

We are in the process of doing this.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)?

As noted above, we have further work to do to create a strategy on biodiversity that complements our work on sustainable agriculture.

69

DGD Shredding

Signed up November 2022 – NEW business supporter

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



70

**Diageo Ireland
St James's Gate
Brewery**

Signed up September 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

In 2022, we assigned a further two areas for pollinators:

- Car Park Wildflower Area – 49m2 of reduced mowing lawn area. After reducing mowing, we recorded 14 wildflower species including dandelion, self-heal, clover and daisy.
- In the 98 Garden, we have commenced supplementary perennial pollinator-friendly planting, in addition to installing our first bee hotel.
- We also arranged for the clearance of the invasive plant Traveller's-joy, to ensure it did not impact on the progress of our wildflowers.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have started engaging with employees and contractors by:

- Running two biodiversity segments during National Biodiversity Week with links to the Pollinator Plan and
- Running a biodiversity photography competition among employees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Signage for wildflower areas.
- Additional bee hotels.
- Addition of pollinator-friendly plants to existing planters.
- Clearance of shrubs and saplings from Quays Pollinator Garden to stop them dominating.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We have started to log all flora and fauna species observed onsite to use as a baseline and are encouraged by the increase in native species recorded.
- Through our biodiversity photography competition, we received great entries of photos taken onsite which we will try bring into our signage plans for 2023 – boosting employee engagement even further.
- Starting in Spring 2023, we will be encouraging staff and contractors to visit our pollinator gardens and wildflower areas and hope to have a number of benches in place for people to sit and appreciate our biodiversity.

71 Digital Realty Trust Signed up May 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Engaged with (contractor) SAP Landscaping Bio Diversity who have carried out surveys on our sites to see what opportunities we have.
- SAP have carried out surveys on our sites to see what opportunities we have. To be reviewed with SAP put an immediate plan in place while looking to apply capex budget for 2023 to include planting etc on a larger scale.

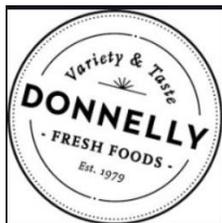
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 4. Have you logged your HQ/site(s) on Actions for Pollinators? YES**
- 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO**

72 Domestic and General Property Support Services Signed up August 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**



73 Donnelly Fruit and Veg. Signed up January 2020
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We decided to widen our wildflower meadow this year to allow more space for the bees and insects to roam freely. 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.
- We have also reduced the frequency of mowing which allows the wildflower (food) to flower among the longer grass.



- We have minimised pesticides on all sites except for spot-spraying when absolutely necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We decided to expand our wildflower meadow as there is plenty of space to expand in 2022 and its location is perfect for the bees and insects. We have reduced the mowing of grass and minimised the use of pesticides.
- We have displayed our cert and engaged with our colleagues and customers regarding our progress and post on our LinkedIn and social media pages to raise awareness.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To expand our wildflower meadow and create a long flowering meadow in 2023, reduce further mowing and to create a safe and happy environment and habitat for all insects and bees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

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

74

Dublin Airport
(daa plc)

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



DublinAirport



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Maintenance of previously created wildflower areas and creation of additional wildflower areas in one of the airport's long term car parks.
- Planting a length of new hedgerow comprising native species at Dublin Airport.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Dublin Airport tweeted about its wildflower habitats and involvement with the AIPP in recognition of World Bee Day on 20th May.
- The Sustainability team delivered a talk to a local secondary school class visiting Dublin Airport outlining sustainability and environmental work at the airport including biodiversity projects.
- We continually communicate with our staff on the work our gardeners are undertaking in planting of our wildflower habitats.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Enhancement of existing wildflower areas, planting of additional wildflower and hedgerow habitat areas and development of natural areas in 2023.
- daa is launching an Ambassador Program in Q4 of 2022 including 102 ambassadors across over 30 business functions in our four business units. This program will be used as a tool to increase knowledge and drive action

on sustainability across the business including pollinator-biodiversity actions.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES, “Healthy local environment” is a key sustainability pillar of the business of which biodiversity is a major theme. Biodiversity policy is attached.

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

In Q4 2022 daa is working on completing a short online biodiversity communication series highlighting flora/fauna and habitats at the airports.

75

**Dunboyne Castle
Hotel & Spa**

Signed up April 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES



76

**Dundrum Town
Centre**

Signed up February 2017
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Continuing our partnership with Scalpwood Nursery in Kiltiernan who provide and manage all planting on site. All plants are native Irish plants which are planted in a way which encourages multi-layer growth. These varied layers of vegetation provide a variety of habitats for different insect and small fauna species which may pass through the site.
- On the Southern end of the scheme, we have two south facing ‘bug hotels’ complete with unvarnished wood containing holes for bees, and a variety of different materials to support other invertebrates.
 - These bug hotels are set among a variety of flowering plants to provide a food source for the occupants, as well as our own honeybees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Dundrum Town Centre has partnered with Dundrum 2030, a community group aimed at advancing Dundrum’s progress towards the UN’s Sustainable Development Goals. As part of this we are involved in supporting ambassadors for a number of goals- including Goal 15 focussing on biodiversity. As part of this e engage with the group to understand how we can better support the biodiversity of the centre.

- We have started a partnership with Dundrum College of Further Education (DCFE) in order to arrange for some areas to be given to the college for them to plant edible produce and pollinator friendly plants in order to provide an educational resource for the community.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

In 2023, we wish to formalise our partnership with DCFE to further develop the biodiversity gardens on site. We also hope to look at how our own foodwaste could be used as compost to be used on site, as well as increased signage around our plants to inform the public of the species and which invertebrates use it.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS YES

77

**Eamonn Cormican
Maintenance
Services Ltd.**



Signed up August 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Planting of more Pollinating plants in consultation with Client/Stakeholders in particular within the city where we manage a number of green spaces.
- Working with Dublin City Council and Waterways Ireland in encouraging local businesses to invest in Biodiversity projects in Grand Canal Harbour and future developments in the IFSC.
- On all sites the frequency of cuts has been reduced so as to encourage Clover.
- Unless requested by the Client we are no longer are using inorganic fertilizers/weedkillers on ornamental lawns. Minimal use of Roundup with more emphasis on mechanical removal of weeds on hard surface areas. In consultation with some clients, we are now using Inorganic weedkillers while not as effective more environmentally friendly.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have worked with Waterways Ireland on various planting schemes in MAY organising preparation work for Volunteers from the Business sectors.
- Having local meetings with Stakeholders in Grand Canal Basin in determining what areas could be targeted for future Biodiversity projects.
- Our Staff meetings which we have on a Quarterly basis Biodiversity and Environmental issues would be included in our Agenda and shared with all Staff.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Reduce Chemical use on hard surface areas and ornamental lawns.
- Letting Clients know that we are reducing the use of weed killers and will be utilising more Organic/Biological methods.
- More emphasis on mechanical removal of weeds/saplings on hard surface areas and informing Client and Staff on the ground that undesirable plants are NOT all weeds.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We are now using battery operated Hedge-trimmers and will only carry out bigger pruning operations after the nesting season. Any summer pruning we carry out is only light. Using mechanical brushes to remove undesirable Weeds and Moss where required.

78

eBay

Signed up February 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- A sitewide biodiversity assessment took place in 2022 where we had our Landscape provider carried out an assessment and have furnished ebay with a proposal with action plans to support pollinators on site.
- New bicycle shelter which will incorporate a roof garden to support pollinators.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have created team events whereby employees can take part in creating planters and hanging baskets with seasonal pollinators. Employee feedback is that it is great fun.
- As part of a return to office, we created an information stand for employees to understand and learn more about ebay's involvement with the AIPP.
- As part of ESG strategy we are holding a series of talks via zoom and these sessions will be to explain to employees how to support pollinators at home.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Proposal to carry out biodiversity improvements that include planting pollinator friendly bulbs, plants, shrubs, and trees which will increase biodiversity at eBay such as Guelder rose, ivy and bluebells as per the Biodiversity assessment.
- We will plant native Guelder rose bushes and an edge of ground cover Ivy in the woodland in front of the entrance. In addition to these two wildlife-friendly plants, we will plant native Bluebells, which bloom in May and are also beneficial to pollinators.
- We will plant two native Rowan trees (Sorbus aucuparia) that are pollinator and bird friendly in the same area.
- Two Guelder rose bushes be planted in the area in the parking lot to add dynamism with their white flowers.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

With a sizable amount of employees permanently working from home we are focused on encouraging these employees to undertake similar actions in their home environment. We have a series of Zoom talks set up where we can share the journey together.

79

Eclipse Ireland

Signed up September 2020
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

Check with Athos



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Eclipse Ireland continues to support the All-Ireland Pollinator Plan 2021-2025 and will continue to preserve plants that produce nectar attracted pollinators.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022? School tours include biodiversity as part of the Leave No Trace protocol.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Removal of large docks and rushes from our developing wildflower meadows to stop them dominating.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

80

Eco Evolution



Signed up July 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced our mowing regime to allow the area to naturalise with existing wildflowers. This year we spotted the return of the Cuckoo flower and Self Heal.
- Planted five new fruit trees in the existing orchard – 2 apple, 1 plum, 2 pear.
- Planted pollinator friendly perennials in the garden and in tubs - Verbena bonariensis, Lavender, Scabious, Heathers, Lambs Ear, Bell Flower, Wallflower.
- Eliminated the use of pesticides and herbicides.
- Planted pollinator friendly plants in hanging baskets and tubs – Bidens and Bacopa.
- Left an area at the rear of the premises to grow wild and allow wildflowers to grow.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Funded the printing of the Junior All Ireland Pollinator plan for the local school

- Funded a community herb bed planter for the local Tidy Towns group and supplied pollinator friendly herbs.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Work closely with the local **Tidy Towns** group and help promote the planting of pollinator friendly perennials.
- Helping the local school designing and planting a pollinator friendly project. Re-planting areas with pollinator friendly perennials and herbs.
- Sponsoring 'bee friendly, signage for the local Tidy Towns group.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

81

Ecoseeds Ltd.



Signed up 2016

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Plant a native wildflower meadow.** Over the last year Ecoseeds has completed many native meadow restoration projects. Native, locally sourced seed is collected by brush harvesting local sites. Using our brush harvester we are able to harvest seed from existing habitats- for example, existing wildflower meadows, nature reserves etc.- for use in habitat creation projects. This provides a unique mix that contains many species of local flora collected from a approved local source.
- **Eliminate use of herbicides.** As part of Ecoseeds ethos we do not use herbicides to grow and produce our wildflowers. Instead, we rely on physical and mechanical weeding.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Action 18.2 - Print run of Garden Guidelines for staff. Ecoseeds has printed and distributed the Garden: action to help pollinators guide and distributed it to our staff to help spread awareness about ways we can make our outdoor spaces more pollinator friendly.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Outdoor/ Physical pollinator-biodiversity actions to be taken in 2023:

- Projects for biodiversity and habitat restoration on other sites

Indoor pollinator-biodiversity actions to be taken in 2023:

- Increased employee engagement by providing pollinator awareness training to include habitats of pollinators and food sources

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

82	<p>EI Electronics</p> 	<p>Signed up February 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		
<p>Creation of a Biodiversity Garden.</p>		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>		
<p>Promoted Biodiversity @ Home by sharing Pollinator information with 1100 employees.</p>		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>		
<p>Further communication and distribution of bee friendly bulbs.</p>		
<p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p>		
<p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>		
83	<p>Elavon</p> 	<p>Signed up April 2017 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • We replanted and refurbished our raised beds with lavender, rosemary, thyme and all sorts of colourful flowers to encourage bees and butterflies. • Many wild areas are even wilder now, with an overflow car park not in use the brambles are in full fruit. • The hedging with St John’s Wort and dog rose were not cut as often. • Our pond is thriving and attracts insects, and a heron has been spotted eyeing up the fish. • A committee in the org has tasked Arklow Co Co, who we pay to maintain the Elavon roundabout to plant it with bee friendly plants. Currently it is mainly trees and shrubs. 		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • We have a group in Elavon called <i>Inspire Us</i> whose focus is on community as well as environment. They have a notice board with posters about recycling, fruits and veg in season, biodiversity IRL and other green themes. • We also have a SharePoint site and your monthly newsletter is posted there as well as handy hints and tips. • 2 guest speakers included Leave No Trace (in May) and Repak Ireland (in Sept). One with a focus on environmental impact and the other on recycling, reusing and becoming part of the Team Green. • We call out World Bee Day and Earth Day and encourage our staff to log sightings of bees and do their best to help the environment. 		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>		

- Keep the SharePoint site and newsletters going out on site.
- Encourage guest speakers who have a focus on biodiversity.
- There is an ESG strategic group set up by our HQ, everything we do in IRL will feed into that report, so we can learn what other sites are doing and perhaps learn from them.
- We will encourage our staff to get out in nature and enjoy and nurture the plants that encourage biodiversity.
- We will schedule Yammer posts to highlight and inform our employees of actions they can take.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

84

Elmpark Green
Managed by Colliers

**ELMPARK
GREEN**

**THE
CLUB
AT ELMPARK
GREEN**

Signed up February 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Protection of all the good biodiversity currently on your site** - We have protected and avoided mowing in wildflower meadow to preserve clover and dandelion patches throughout the summer. Additionally, we have preserved areas with clover and dandelion patches around the estate. Approximate amount is 3 sqm meters additional to existing wildflower meadow and garden (A1).
- **Reduced mowing/cutting** - We reduced mowing to once a year from April to September this year in wildflower meadow and 5 times on the lawned areas avoiding clover and dandelion strips.
- **Increased pollinator-friendly planting** - We have planted more lavender out the front of estate and increase total lavender planting by (C8). We added additional 2 apple trees, hibiscus, cat mint and heather bushes to wildflower garden (C7).
- **Nesting habitats** - We created additional soil banks (south-facing) for solitary bees approximately a meter long along the wall at wildflower meadow. Additionally we have upgraded solitary bee mount by adding soil banks and topping the soil up
- **Pesticide elimination/reduction** We have continue use pesticide free sprays and only organic feeds for plants.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have separate section on Instagram (Linktree) where we put articles where they can look up some tips on the way tenants could protect pollinators
 - We have done 2 live workshops where we educated our corporate and residential tenants on Bee Friendly plants and the way they can help pollinators.
 - Also, we did a giveaway of pollinator friendly plants that tenants could take home.

- We have distributed sunflowers seeds to our tenants to plant on the balconies and their back gardens.
- We are working with Novartis Green Committee on installing more trees on campus.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are planning additional workshops in upcoming year in Spring and Winter to educate community on different plants throughout the year
- We are installing a community garden at the back of the estate to educate community about pollinators
- We are installing more wildflower signs throughout the estate to educate our tenants
- Improve bug motel and make it more insects friendly
- We are planning additional talks with an Taisce where we are planning to plant additional fruit trees

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

85

Encirc Ltd.



Signed up September 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have reduced moving on site with the verges only cut once a year.
- Working with a local school we have planted a variety of pollinator-friendly flowers on site and in hanging baskets. Students have planted a variety of bulbs to flower all year round.
- We have also supported the school with materials and costs to plant fruit trees, a food garden and pallet planters around their site. The students then sold the food on our site to raise money for more planting.
- We had a site survey completed by Ulster Wildlife to provide us with an idea of what wildlife we have on site and any areas we could improve the habitat available.
- We have reinvigorated our Biodiversity Committee (since we are back on site) and expanded with several new members.
- We only use pesticides for spot-spraying on concrete footpaths when necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have shared the communications from the AIPP on our internal workplace app that connects us with our 1600 employees on both our site in Ireland and the UK mainland.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We plan to make some upgrades to our Bee Hotel and add some extra Bee boxes on site.
- We have plans to convert some ground on site to a wildflower meadow.

- We plan to reach out to more local schools and offer support for any actions that improve local biodiversity especially highlighting Pollinators.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

86

EnelX



Signed up June 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Increased pollinator-friendly planting.** We planted 20 orchards in different areas across the island of Ireland. These are mini orchards (5 fruit trees – total of 100 trees). We don't have any outdoor areas of our own, but we planted them in communities/schools/ sports clubs/ employee's gardens/etc.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We raised awareness within our UK&I Branch. We distributed booklets on Pollinator Friendly gardening practices and held a Lunch & Learn on Pollinators and the importance of preserving their natural habitats.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We have ordered another 20 orchards that will be distributed around Ireland. We are also planning on distributing Pots for Pollinators among our employees in early spring.

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

Not yet, will be done by end of next week.

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? Not yet. We will be adding it next year.

87

Engine Lease
Finance Corporation



Signed up May 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Designated 1689m2 to create a naturally regenerated long wildflower meadow through reduced mowing (once a year). The meadow was cut during the first week of September and clippings were removed from the site on the following week.
- Yellow rattle (*Rhinanthus minor*) seed added to the meadow to reduce the vigour of grasses for 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- All Ireland Pollinator Plan signage erected around the site to increase awareness among staff and visitors, and to show that not mowing for the summer was a deliberate management action to promote biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Native pollinator-friendly trees and shrubs including willow (*Salix* sp.), guelder rose (*Viburnum opulus*), and elder (*Sambucus nigra*) among others will be planted along the site boundary.
- Hold a training session for staff early in 2023 to promote pollinator friendly actions and improve biodiversity awareness.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/ biodiversity journey?

- 2022 was the first year of implementing the All-Ireland Pollinator Plan at Engine Lease Finance. The meadow area set aside already contained a good variety of flowering plants including self-heal (*Prunella vulgaris*), wild carrot (*Daucus carota*), eyebright (*Euphrasia officinalis*), and birds foot trefoil (*Lotus corniculatus*). Grass growth was not particularly vigorous and herbaceous plants competed well even in the first year. A highlight was the appearance of a number of pyramidal orchids (*Anacamptis pyramidalis*) which had previously been suppressed by regular mowing.

88

Envirico



Signed up April 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have also started a short mowing protocol on small lawn. So we only mow every 6 weeks now.
- Installed 2 bee hotels.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have delivered many biodiversity courses this year to inform communities about the important of pollinators and biodiversity in general.
- We have continued our employee awareness scheme.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We would like to incorporate some pollinator friendly planting around our very limited outdoor space. We will most likely use pots and possibly window boxes. We will also be extending our employee awareness programme to our second office in Kerry.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

89	<p>EPS Group</p> 	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • Protection of all the good biodiversity currently on our sites. • Reduced mowing/cutting (e.g. natural regeneration of verges/swathes/strips/patches such as clover lawn/ or a larger wildflower lawn/mini-meadow). This is the best and cheapest way to provide food and shelter for wild bees. • Increased pollinator-friendly planting (e.g. specific pollinator-friendly bulbs/shrubs/herbs/Heritage fruit trees/Native Trees and hedgerows enhancement). • Nesting habitats (e.g. designated a stone wall, south-facing earth bank for solitary mining bee, hedgerows for bumblebees, bee hotel, drilled holes in unvarnished wood) 		
<p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • We have informed everyone internally (570 employees) that we are proud members of AIPP and we also featured this in our first ever Sustainability Report last year and we will be doing an in-depth feature on the sites we have mapped in our 2022 Report. • We also erected signs on sites to advise site visitors that we have designated 'No Mow' Zones. 		
<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>		
<p>Increased outdoor activities on other sites – yes. We plan to further extend the reduced mowing/cutting to other sites and to introduce nesting habitats in certain sites also.</p>		
<p>Increased Communication Actions? We will feature a case study on Dundalk WwTP in the Sustainability Report as there are also protected marshlands on site there which we are mindful of.</p>		
<p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p>		
<p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>		
90	<p>Equinix Ireland</p> 	<p>Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>
<p>UPDATE 2022</p>		
<p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>		
<ul style="list-style-type: none"> • Equinix planted orchards on the grounds of DB3 in February of this year, planted pollinator friendly plants and installed 2 bug hotels on site. • We donated orchards to approximately 30 community organisations across Ireland including primary and secondary schools, nursing homes, tidy towns associations and community gardens. Each orchard has a sign that points to <i>National Biodiversity Data Centre</i> information. 		

- In November 2022, Equinix will donate and plant orchards on the site of Peter McVerry Trust.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We invited a beekeeper to one of our internal All Hands meetings where we ran an education session on the importance of supporting biodiversity.
- We also ran a separate internal session to educate staff around the decline of biodiversity, how orchards can help and sharing tips around what everyone can do in their own homes and communities to support biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Equinix continues to support the Host in Ireland DCs for Bees initiatives and will sponsor more orchards across communities. We will plant more orchards on our own sites.
- Our team are building bug hotels currently and they will be ready for installation and donation to communities in early 2023.
- We are continuing to look at other ways to support biodiversity across our sites including reducing mowing and planting pollinator-friendly plants wherever possible. This is an initiative that the entire team are behind.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

This is a project that the team is really passionate about. We have shared our initiatives with other Equinix teams internationally who are also on the journey and are now running similar initiatives.

91

ESI Technologies

Signed up August 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**



92

Ethos Engineering

Signed up August 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Ethos took part in Host in Ireland's Orchards in the Community initiative with 10 orchards in 2022. These were planted in various employee and client lands. We engaged in pollinator friendly planting for bees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have raised awareness in our supply chain by educating our clients on sustainable and eco-friendly options for their project supplies. This is done

through a sustainability products matrix that serves to educate clients on the best options for the environment.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Ethos' proposed pollinator-biodiversity actions for 2023 include increasing more communications aimed at raising awareness in the workplace. We also want to integrate the pollinator plan into our ESG and CSR strategies.

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

5. Have you integrated the Pollinator Plan into your Sustainability Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

93

**Eversheds
Sutherland**

Signed up August 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

EVERSHEDS
SUTHERLAND

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have donated 40 orchards to our corporate charity partner Barretstown in conjunction with Host in Irelands DCs for Bees initiative. This donation will see the planting of 450 fruit trees at the Barretstown site in Kildare from 2022 to 2023. These fruit trees will act as a reservoir for native pollinators by providing a source of food and shelter.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

This year we hired and created the role of a Sustainability Administrator (SA) with the objective being to reduce our environmental impact. Our SA will also integrate green practices into the firm and over-see actions that contribute to the goals set out by the AIPP.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Our proposed pollinator-biodiversity actions for 2023 are:

- Continuing the planting of fruit trees in Barretstown where they will support local pollinators.
- We will introduce pollinator friendly pots to our office balconies to provide a reservoir for local pollinators as well as creating a recreational space for staff to enjoy. This will in turn raise awareness for the AIPP and encourage employees to support biodiversity at home.
- All our green initiatives and endeavours are communicated through email and our intranet. Going forward we would like to use these tools of communication to educate staff on how to be pollinator friendly at home.

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

5. Have you integrated the Pollinator Plan into your Sustainability Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)?

Our Green Team is an extension of our CSR committee. The purpose of the Green Team is to integrate and communicate sustainable practices throughout the firm which includes our donation of the orchards and the benefits that they will provide.

94	Fairyhouse Steel	Signed up July 2018 Mapped on Actions for Pollinators – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> In 2022 we have designated further 50 sqm to our meadow project which creates a naturally regenerated wildflower meadow with additional long-flowering and short-flowering species. In addition to the meadow, we have planted a number of fruit trees on site and intend to add to this in 2023. All hedgerow on site will remain untrimmed for 2022/2023. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> We continue to provide environmental pollinator tool talks to our employees as part of our annual training matrix. We also supply schoolchildren with information on pollinators each year. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>We will continue with our employee in-house information training, meadow planting and Don't Mow: Let it Grow scheme and Schools campaign.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
95	Fanad Lighthouse <i>Teach Solais Fhanada</i>	Signed up September 2021 Mapped on Actions for Pollinators – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> We have identified and nurtured a wildflower area. Planted pollinator friendly shrubs. Reduced the area mowed and cut back on the frequency of mowing. Planted pollinator friendly containers. We use no pesticides. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>We have posted some information in our visitor centre to promote the pollinator plan.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>We will continue the above on a wider area. We will communicate our efforts better.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO</p>

96	Farmhand Ltd.	Signed up November 2018 Mapped on Actions for Pollinators – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Retain what’s good on site: We have maintained the bulk of our open space as a wilded area (pollinator-friendly plants, no grass). • Planting for Pollinators: We replanted a wildflower/clover/Sainfoin mix in the springtime (approx..0.7 acres). It attracted numerous hoverflies and solitary bees in addition to being a handy feedstock for the resident honeybees. • Elimination of Pesticides: Our landscaper has stopped using ALL pesticides. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>We have the Pollinator Programme sign up in Reception.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>NA</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p>
97	Fingleton White	Signed up September 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Fingleton White collaborated with Green Pine Consultants to organise a native wildflower seed collection day in Portlaoise. Collected wildflower seed was donated to Portlaoise Tidy Towns to enrich local meadows and increase the amount of food available for pollinators. FW were introduced to the concept of wildflower seed harvesting and learned about wildflower species. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Fingleton White (FW) partnered with Aughrim Community Development to develop Climate Action Park. Climate Action Park aims to bring to the attention of the local and wider community, the issue of climate change and associated threats to biodiversity. • It aims to draw attention to major historical sites in the area, such as the ruins of the Abbey of St Conall. Works on the site will include: <ul style="list-style-type: none"> • Signposting of points of ecological, spiritual and archaeological significance • Planting of carbon sequestering trees, shrubs, hedgerows, wildflowers, bulbs and grasses FW assisted by: <ul style="list-style-type: none"> • Reviewing the Landscape Architect Design • Overseeing the Environmental Screening Assessment • Providing advice on project development • Completing an

	<p>Archaeological Consent Application • Submitting and obtaining Planning Permission FW considered: • Biological Diversity: maintain existing biodiversity and prevent damage • Habitat Preservation by preventing pollution • Archeological significance.</p> <ul style="list-style-type: none"> • FW raised awareness by posting: • Monthly AIPP newsletters • International Bee Day post • Local biodiversity activities. • FW also attending National Biodiversity Conference 2022 where we learned about national biodiversity initiatives and action plans for the following year. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Organising a Native Tree Planting Day in February 2023 with Trees on the Land in Co. Laois to further our pollinator friendly planting. • Raise internal awareness by inviting a guest speaker who will deliver a presentation on pollinators. • We anticipate more actions as a result of collaboration with local ecologists and community. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. In the process of doing so.</p> <p>7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey? We attended the National Biodiversity Conference 2022, which gave us insight into the progress of the National Biodiversity Action Plan (NBAP) so far and the future actions planned for NBAP 2023- 2027. Our learnings are incorporated into our sustainability goals, which we are currently drafting. This will enable us to consider sustainability in our business operations and integrate it into our culture for the long-term.</p>
<p>98</p> <p>firmus energy</p> 	<p>Signed up August 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p>
<p>99</p> <p>Fiserv</p> 	<p>Signed up March 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>A. Managed perennials and annuals flowering from planting conducted in 2021. Two large wildflowers areas. The flowers included the native oxeye daisy and the native marigold corn. Cutting conducted in autumn.</p> <p>B. One large no mowing/cutting area left for the summer period.</p>

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Native Irish **ONLY**, and pesticide-free bee bombs were gifted to our associated across both our Dublin and Nenagh offices. These were supplied along with materials supporting the awareness of the importance of biodiversity and the necessity to protect our native bee population.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- A. In 2023 we would like to run another awareness campaign with our associates, encouraging associates to take different ‘biodiversity supporting’ actions at home with their families, and keep track throughout the spring and summer of their actions, sharing photos and tips through a MStTeams channel.
- B. We would also like to extend our no mowing/cutting space to cover a greater area.
- C. Lastly, we will place 2-3 bee hotels by our hedgerow and flowering areas.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

100=	<p>Flower Farmers of Ireland</p> <p>(SEE: The Flowerfield)</p>	<p>Signed up April 2021 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC</p>
101	<p>Folens Publishers</p>   	<p>Signed up January 2019 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>Members of the Warehouse team regularly watering and maintaining this space during the year.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • 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. • In our 2021 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). <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>

By entering into a partnership with OpenHive, Folens will be supporting the conservation work (Irish Black Honeybee), 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.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- For National Biodiversity Week in May we created an outdoors activity for children to do with their parents or teachers.
- The activity was included in the Irish Examiner supplement and linked in with our SESE programme *Explorers*.
- We also commissioned a special feature for *Explorers*, a Primary school programme for Junior Infants to Second Class, that references the All Ireland Pollinator Plan.
- Finally, for two of this year's Christmas Annuals, *Siamsa* and *Sonasa*, we collaborated with the Biodiversity team in order to feature content from the Junior All Ireland Pollinator Plan.

102

Follain Teoranta

Signed up March 2022 – NEW business supporter

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



103

Frogswell Garden

Signed up June 2022 – NEW business supporter

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Management** - The site continues to be managed on organic principles with no herbicide or pesticide use.
- Five-cut regime for orchard grass and grass around old buildings.
- Inter-cropping with short term bee forage in vegetable plot: mainly phacelia and borage - which proved attractive to leaf-cutter bees.
- Small patches of pollinator forage retained in a polytunnel, supporting a common carder colony.
- **Additional planting** - Small number of pollinator friendly sub-shrubs: added to gravel garden area: lavender, nepeta, perovskia.
- **Research** and propagation of bee friendly species and varieties.
- Unusual bee species recorded: *Andrena clarkella*, *Megachile versicolor*, *Bombus Muscorum*.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- **Public events & activities** - Opportunities for formal training events have been limited since the pandemic.
- Series of three biodiversity and pollinator awareness sessions with transition year students at Ballinrobe community school.
- Talk and practical activities at National Museum of Ireland local biodiversity day in Heritage Week.
- Local pollinators Information display at Ballinrobe Community Futures voting event Ballinrobe.
- Sunflowers for Ukraine - organic sunflower seeds packed up with growing instructions, raising funds for solar lamps for displaced people.
- Spring pollinator plant stalls on site and in Ballinrobe.
- Casual advice on pollinator conservation and plantings, less than usual, reached about 25 people.
- Three practical sessions with Straide Women's Group on propagating and planting bee-friendly flowers around the village's Community Hall.

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

104

Fruit Hill Farm
(Veyranno Ltd.)



Signed up February 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Growing clover and other bee friendly flowers on site.
- Borders of wildflowers around vegetable beds, leaving various wildflowers and weeds on unused land/ verges to bloom and self sow.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Helping with Tidy Towns initiatives and advising on which species to plant. At the Ploughing Championship 2022 we promoted organic garden and farm supplies.

We promote bee and pollinator friendly flower seed for customers via our website, social media, information brochures and over the phone.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To continue to promote pollinator friendly practices and products. We are giving away small sample packets of bee meadow seed with all orders in 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

105

Furlong Flooring Ltd.



Signed up June 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Not cutting Grass and planted wildflowers. We have reduced mowing across all of our sites. We have delivered a range of actions including:
- Designated 1000m2 to create a naturally regenerated long wildflower meadow through reduced mowing (once a year).
- Managing our hedgerows to allow for bee nesting and early spring flowers
- We have eliminated pesticides.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? None.

3. What are your proposed pollinator-biodiversity action(s) for 2023?
Continue with not cutting grass, more bee friendly wildflowers and we are stopping the use of weedkillers.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

106

**Gabriel O'Brien
Crane Hire Ltd.**



Signed up April 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Maintained our pollinator area and added seating.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Raised awareness within the company of our pollinator area.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Maintain our pollinator area and hopefully increase the area elsewhere on site.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

107a
&
107b

**Galway Business
School / Galway
Cultural Institute**



Signed up May 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- we have stopped mowing the gardens, planning bee loving plants instead.
- we have allowed one patch of grass to return to the wild.
- we have planted 15 mini apple trees and a similar number of fruit trees.
- b) we have replanted a herb garden and are in the process of drying the herbs.
- major replanting of the garden areas with pollinator and bee loving plants including bulbs and shrubs that are bee loving.
- 10 Bee and insect hotels.

- we have eliminated pesticides on all sites.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Communicated internally on Moodle
- continuing our drive to create a more sustainable business with biodiversity as a key part of our sustainability goals
- increasing awareness of sustainability in relation to rubbish disposal internally
- continuing development of more sustainable messages including biodiversity initiatives
- working with the school café owners to increase awareness and develop further initiatives

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Planning a wild garden beside the café deck
- Planning a herb planter for use by the café
- Green week in the school as well as beach clean up to take place once a quarter instead of just once a year
- Health week to take place once a quarter and creating awareness of food waste
- Replanting of herbs and sharing with staff and students
- Creating greater awareness among our stakeholders about our biodiversity initiatives including webinars on Moodle, social media posts and on our websites
- Increase community engagement with the Salthill village

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? Our Sustainability Plan is in draft form and we need publish our sustainability / biodiversity strategy.

**108 Gannon + Associates
Landscape
Architecture**

Signed up May 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have delivered a range of actions:

- In the first place we identify and protect existing areas that are already good for biodiversity and pollinators.
- We usually include large wildflower meadow areas in our designs which results in the best way to provide food and shelter for wild bees.
- Moreover, these areas require minimal maintenance and less mowing overtime which allows wildflowers to flower among longer grass so that pollinators have easier access to their food.
- Furthermore, we include pollinator-friendly trees and shrubs in our planting scheme that flower early in the year so that they provide spring food sources to bees.
- In most cases and where it is possible, we choose native species.

- Where is not possible to have such large meadow areas we create perennial planting beds with species such as Rudbeckia, Sedum and Nepeta species which are a great resource for all pollinators.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- When designing spaces we usually: - Have a conversation with our suppliers on how they normally engage with the All Ireland Pollinator Plan.
- By simply presenting our designs we spread awareness in the local communities. They then have impact on residents, schools and different organizations.
- We continuously research the best pollinator friendly option and discuss them with our colleagues.

3. What are your proposed pollinator-biodiversity action(s) for 2023? -

- Spread more consciousness in the workplace by printing pollinator- friendly Garden Guidelines.
- Raise awareness to communities by using signage for pollinator-friendly planting and involving residents in community gardens, explaining how to make pollinator-attractive areas and how to replicate it in their gardens.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We would like to engage with Tidy Town in the future on behalf of our business to sponsor ecological corridors throughout towns. We will try to incorporate pollinator-friendly areas in our designs as much as we can and spread awareness in the best way possible.

109

Gannon Homes

Signed up October 2018

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Gannon Homes as proud supporters of the All-Ireland Pollinator Plan 2021-2025 have taken a proactive approach throughout all their development sites to put in place a suite of measures supporting pollinators both at the design and planning application stages of their developments, right through to occupation of homes and where residential communities are formed.
- Having a National Biodiversity Pollinator Champion, Peter Cuthbert on board to provide guidance has been invaluable in ensuring that every opportunity has been taken to enrich resources for pollinators. Possibly the best way of detailing what has been achieved is a listing of development sites via a pollinator resources.

Belcamp

- Malahide Road - Extensive native tree planting has taken place throughout the woodland with the emphasis on providing a wide range

of species which will provide resources both in terms of flowers during Spring, Summer and Autumn and leaf resources for caterpillars.

- Wildflowers from the amazing reservoir of seed in situ has been allowed to develop in the woodlands and it has been a fantastic journey to see what nature provides, if just given the opportunity.
- Along the Mayne River the masses of naturally regenerating Common Primroses have given a wonderful display. Also, a range of native Irish willows provide excellent pollen and nectar for wildlife during Spring.
- This summer, packs of Sunflower seed were supplied to all new homeowners in the development to encourage householders to actively engage in creating pollinator friendly habitats in their new homes. Throughout the development pollinator friendly herbaceous planting has taken place in many of the front gardens.

Clongriffin

- For the past summers the policy of reduced mowing has been adopted with the purpose of allowing wildflowers develop on sections of open spaces combined with mown areas to allow for recreation. It is noticeable that white clover and birds foot trefoil has developed on the open space providing a useful floral resource for insects.
- Along the Mayne River corridor larger areas of open space have been allowed to develop into linear meadows in association with native tree planting.

Swords

- Adapting the grass maintenance regime to allow native wildflower to develop has again been very successful throughout the open spaces in housing developments in Swords.
- In addition, herbaceous plants have been used to good effect at many locations.
- This Autumn our new homes in Mooretown, Swords are launching, and the show house gardens have been designed with the use of pollinator friendly planting. Similar to Gannon Homes development in Belcamp, new residents will be supplied with pollinator friendly seeds when moving in.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

110

George Best Belfast City Airport



Signed up October 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

None outdoor apart from continuation of outdoor planters for pollinators.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Delivery of revised staff environmental awareness training including biodiversity at work and home.

- Review of Biodiversity Action Plan.
- Funding for local community biodiversity-related project - Hollywood Men's Shed (limited amount).

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Identification of defined area(s) within the airfield for specific biodiversity/pollinator management.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES - in BS8555 Phase 5 EMS.

111

**Gilead Sciences
Ireland**

Signed up July 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Landscaping management plan - our meadow management regime consists of three wildflower management programs, this includes a short-cut meadow, a long flowering hay meadow and a spring bulb meadow type area, all receiving dedicated management regimes such as the front of house only having a single cut and lift every six weeks, where the long flower meadow receives only 1-2 cuts per year & the spring bulb meadow regime having us plant spring bulbs in lawn areas under ornamental trees.
- On our roof garden we have over 20 herbs being grown for our kitchen, that is used daily by our chef.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Gardening awareness sessions, this includes Information walks during earth week, which promotes our internal gardening team and all the work they do throughout the year.
- One initiative, where we repurposed used bio coffee cups along with our organic cup stirrers to germinate seeds and grow them to shoots level, where we planted them back into the soil onsite. This was an engagement between our gardening lead and the site to include, invest & raise awareness within the program.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We have a Biodiversity Plan in place and will continue to implement the plan/policy through 2023 this includes many actions, such as managing amenity grasslands and pollinate friendly lawns using a short flowering meadow regime.
- We also plan to continue to highlight and improve our site walkway Sli Na Slailte to bring people closer to the mature tree line while erecting signage to illustrate and tell the story of ancient woodland within Ireland.
- Leaving pollination corridors, this is to be arranged with James Sexton & Sarah Kelly.

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

Sit with Jim Sexton and cad up the site map with all trees, grass lengths etc.

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Sli na Slainte, all native trees along this walk around the site have been planted at the initial construction of the site and have been encouraged and protected all through this time. We at Gilead also plan to plant a heritage orchard with a variety of heritage apple/fruit/nut trees to create a small edible woodland area near the vegetable beds in the East of the site.

112

Glenveagh Homes

Signed up March 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

• **Introduction of meadows managed for Biodiversity across all Glenveagh sites.**

New sites this year include:

- Knightsgate, Rush- 50sqm
- Silver Banks, Stamullen- 80sqm
- The Hawthorns, Tullamore – 50sqm

Biodiversity meadows prepped for second year of blooming:

- Cnoc Dubh, Ballyboughal- 80sqm
- Taylor hill, Balbriggan- 756sqm
- Semple Woods, Donabate- 100sqm
- Barnhall Meadows, Leixlip- 1600sqm
- Maryborough, Cork- 950sqm
- Holsteiner Park, Clonee- 30sqm
- Ledwill Park, Kilcock- 600sqm
- Ruxton Oaks, Navan- 50sqm

• **Reduced mowing**

- Reduced mowing in all sites year-round with new biodiversity meadows
- No Mow policy across all sites 1st November – 1st March

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Community engagement

- Organised 3 x pollinator-friendly Planting Days with residents in Ruxton Oaks, Rush and Semple Woods resulting in three new meadows in bloom
- Provision of biodiversity workshops in 18 schools, with schools partner Biodiversity. In Schools to grow awareness of biodiversity actions amongst primary and secondary school children reaching 1,488 students in total.
- Sponsorship of Nature Hero Awards for schools:
<https://www.biodiversityinschools.com/nature-hero-awards.html>
- Support for Tidy Towns with provision of supplies including litter pickers and hi vis vests in Swords, Navan, Saggart and Donabate.

- Upgrade of Welcome to Balbriggan signs for Balbriggan Tidy Towns group and provision of pollinator friendly plants and recycled planters
- Upgrade of polytunnel and outdoor biodiversity area at Donabate Community College.
- Provision and prepping of biodiversity area at Kilcock GAA pitches, Co. Kildare.

Customer engagement

- As part of our digital ‘Home Owners’ guide we included a section on ‘managing your garden for biodiversity’ to encourage our customers to consider this. This included tips on reduced mowing, planting for pollinators and eliminating pesticides. A link to information in the All-Ireland Pollinator plan was also provided to encourage customers to see further information.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Biodiversity Strategy - We have just commenced the development of a biodiversity strategy which will set out a coordinated approach to biodiversity across the business. As part of this we will set out our commitment, understand our biodiversity baseline and set measurable targets for improvement.

Community engagement

- Continued roll-out of biodiversity workshop in schools where we build.
- Launch of the Nature Hero Awards with school’s partner.
- Continued support for Tidy Towns groups in new areas including Kilkenny and Dublin city.
- Staff engagement opportunities with organised litter picks in Tyrrelstown.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)?

YES, we have incorporated action on pollinators into our sustainability strategy and will be evolving this further in 2023. We have also incorporated actions into our EMS (14001).

113

GMC Civil & Mechanical Engineering Ltd.



Signed up December 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- The business has reduced mowing and cutting within our head office grounds in Ballycoolin. An area has been demarcated which has not been mowed since December 2021 to encourage biodiversity.
- The company has also reduced spraying of pesticides in our grounds.
- The company has sponsored the construction of a Seed Library for Killucan /Rathwire Tidy Towns which is now in place for residents in the area to use.
- The business is also engaging with a park in Cork to provide additional trees and other pollinator friendly planting.
- There are several other actions that the business is taking which range from small sponsorship to larger projects. We have produced a Biodiversity

Enhancement Matrix to record actions taken. Please see a screenshot below taken from the matrix.

Biodiversity Enhancement Matrix						
Objective	Leinster North	Leinster South	Leinster Middle	The West	Munster	Comp
Schools And Community groups	Saint Olivers, Community College, Rathmullan Road Drogheda	Ballyhale National School, Kilkenny	Biodiversity Area GMC	Saint Josephs,Ballina. (Sensory Garden)	Monkstown, Cork, Tidy Towns (Pollinator friendly flower garden)	
	Irish Wildlife Hospital (sponsorship)					
	Seed Library Killucan- (Sponsorship)	Bug Hotel- Red Cow yard	Bug Hotel GMC Offices	Moy Valley Bees	Outstanding	Spon
All Ireland Pollinator Plan	Raise Awareness	Raise Awareness	Reduced Mowing & spraying	Reduced Mowing	Pollinator friendly planting	

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- The company has produced a Biodiversity Enhancement Plan.
- We have communicated this to raise awareness with our employees.
- We also intend to hold webinars later in this year to increase awareness further. We are in contact with two schools, one to provide equipment to improve the biodiversity and the other to deliver biodiversity awareness talks to students.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Our actions for 2023 are still under review and will be forwarded on once they have been signed off by the business which is scheduled for December 2022.
- It is the company’s intention to double the number of actions listed above in the biodiversity enhancement matrix once the exact locations and projects are finalised. This will mean that we are continuously increasing our actions year on year.
- In addition to this we will be introducing tree planting through either Reforest Nation or the Burrenbeo Trust.

4. Have you logged your HQ/site(s) on Actions for Pollinators? We have tried to set this up, but no activation email has been received to date (requested twice via weblink below.)

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? The Pollinator Plan is not currently Integrated into our system, but we do plan to put this in place in 2023.

114

Grangegorman Development Agency



Grangegorman Development Agency
Gníomhaireacht Forbartha Ghraínseach Ghormáin

Signed up January 2020
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Continued the no mowing/tree trimming policy in place through nesting season.
- Worked with contractors on our construction sites to ensure as far as possible that existing mature trees are properly protected from negative impact.
- 24 Swift bird boxes have been integrated into the new primary school over 2022. This building remains under construction however in 2022, a new natural playground to include pollinator friendly and native Irish planting began design and will be delivered next year.

- Reseeded wildflower meadow in spaces on site to enhance urban biodiversity. This has seen an increase in insects and some urban wildlife.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Ran a Climate Action Day in June with over 20 sustainability groups – including Biodiversity Ireland – to increase awareness of climate action at a local and national level.
- Designed a site-specific biodiversity scavenger hunt for Grangegorman (can be reused).
- Gave multiple presentations to TU Dublin staff and students on the site’s biodiversity and other sustainability aspects.
- Worked with the GDA team to develop the Biodiversity Pillar of the Grangegorman Sustainability Strategy.
- Highlighted biodiversity on site across social media for awareness days and other climate action events.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Build on the Biodiversity Pillar of the Grangegorman Sustainability Strategy to protect, enhance and grow biodiversity in Grangegorman.
- Continue to protect and maintain existing mature trees throughout the duration of construction projects.
- Construct the new natural playground in Grangegorman.
- Plant new trees as part of the new primary school’s final landscaping.
- Organise another Grangegorman Climate Action Day.
- Take part in events such as Climate Action Week and Heritage Week to increase awareness of Grangegorman’s biodiversity.
- Continue to educate ourselves with regards to sustainability, including biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you’d like to share with us on your pollinator/ biodiversity journey?

We are committed to enhancing biodiversity across all projects within the Grangegorman development. We are looking forward to building on the connections made in 2022 to have even more community engagement in this space in 2023.

115

Grantstown Nurseries Ltd.



Signed up March 2019
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**

UPDATE 2022

Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Reduced mowing** - Since 2019, we have managed long flowering meadow strips around our glasshouses. Our crop technicians played an active role in managing the meadow strips this year. We have also retained patches of long-rank grass along our hedgerows and boundary areas as potential

nesting sites for above-ground nesting bumblebees such as the Common carder.

- **Protection of our wild areas on site** - We continued with the gentle management of our native hedgerow and scrubby areas, removing only branches or suckers of bramble that could potentially damage our glasshouses. Our hedgerows are important feeding and nesting sites for bees and other local fauna. Tree and shrub species in our hedgerows include blackthorn, hawthorn, goats, willow, honeysuckle and bramble, which are important sources of nectar and pollen for pollinators.
- **Planting of Mini Orchard for pollinators** - Our staff planted several dwarf apple trees adjacent to our ornamental pollinator plant borders. Apple blossoms are imported food for early flying bees such as the Ashy mining bee.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- As a business supporter of the AIPP internal and external awareness, we wish to play our part in raising awareness of the initiative. This year we installed a stand stocked with high-quality printed AIPP publications for people to avail of in our canteen and at the visitor’s entrance to our tomato packhouse
- We have selected two staff to act as stewards of biodiversity management on site. Our new biodiversity stewards took part in a workshop with a former intern—the horticulture graduate who has overseen our pollinator plan.

3. What is your proposed pollinator-biodiversity action(s) for 2023?

- Installation of high-quality nesting aids for cavity nesting solitary bees and management plan for cleaning these structures.
- Training days/workshops for our biodiversity stewards.
- Installation of nest boxes for bats and various bird species.
- Raising awareness across our supply chain of the AIPP.
- Sponsorship of local biodiversity projects.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES we have been mapping our site actions since 2021.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. We are Bord Bia certified under the Sustainable Horticulture Assurance Scheme, and the Pollinator Plan is essential to our overall biodiversity strategy for the site.

<p>116</p> <p>Grasshopper Services</p> <p>GRASSHOPPER Services</p>	<p>Signed up October 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC</p>
<p>117</p> <p>Greenan Maze</p> <p>GREENAN MAZE A Hidden Gem Worth Finding www.greenanmaze.com</p>	<p>Signed up February 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p>

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We created a biodiversity nature treasure hunt which had 12 rhymed clues around our farm and nature walk – each clue contained an info panel relating to the All-Ireland pollinator plan and spelled out actions that anyone can take to help Irelands pollinators and our biodiversity. Each clue also had a key letter which all spelled out the final keyword = BIODIVERSITY – Once the clues were cracked the child or adult could get a prize, although the treasure actually earned was knowledge or awareness of the problems we face and more importantly how to take actions to solve these problems.
- We have reduced our mowing on site in general. e.g. We did not mow one of the meadows all summer and it became a long flowering meadow and it was not grazed until October after seed had fallen. Other areas we only mow paths where necessary and therefore have many short flowering areas on site with loads of dandelions, daisies, buttercups and clover.
- We did not use fertilisers or pesticides in any fields, we topped some thistles with a topper. However sometimes it is necessary to spot spray our public car park.
- We did not cut or trim our native hedgerows which are full of hazel, hawthorn, birch, willow, blackthorn, holly, elder, alder, ash and oak.
- We have 25 acres of rewilded bogland, wetland and woodland and it has been left alone since 1988. It forms a beautiful nature reserve full of life. We have a small oak forest planted in 1988 which also is left alone and not interfered with.
- We have a great bee hotel on our nature walk which was created by Transition Year students and we installed some smaller bee and insect hotels around the maze.
- We bought pollinator friendly hanging flower baskets this year and we are more aware of planting for pollinators.
- We planted 1,500 locally grown beech trees (from Aughrim) to create a new hedge maze in place of the old lawson cypress hedge maze (which died due to a pathogen) and also planted 1 kg of native Irish wildflower seed (seed grown in Ireland from Sandro Cofolla) on a half that acre patch. It looked beautiful.
- We have a beekeeper who keeps his native Irish black bees on site. We get about 10 jars of honey each year from him.
- Our ponds are full of wildlife and we do not interfere with them.
- We have removed a small patch of invasive species Japanese Knotweed.
- We bought pollinator friendly hanging flower baskets.
- We realise by not doing stuff and not interfering in nature then we are actually doing more!!!

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We trained our staff to communicate clearly to the public about the biodiversity nature treasure hunt (see above)
- We are selling the national data biodiversity centre swatches in our craft shop

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We want to Do Less to Do More for Nature!!!

- We would like to create more solitary bee sites, install more small bee hotels and sell them onsite
- We hope to remove an invasive bamboo thicket in 2023 (under a patch of oak trees)
- We hope to do more biodiversity school tours to better communicate the message and actions
- We plan to remove some rhododendrons which have self-seeded around the nature walk.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

118

Greenbelt Ltd.



Signed up April 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have promoted pollinator planting across social and community projects. We encouraged native planting – establishing approximately 300 hectares of native woodlands.
- Within this, we protected and enhanced the biodiversity of the soils. Often we used biochar.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have included the pollinator logo on all our email banners and on the website, including social media.
- We promoted the plan with all our clients.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are expanding our community planting projects extensively.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

119

Griffin Landscaping Ltd.



Signed up January 2022 – NEW business supporter

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

120

Grifols Worldwide Operations

Signed up June 2022 – NEW business supporter

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

GRIFOLS

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have **Reduced mowing/cutting**.
- 14000m2 (approx.) was designated as a naturally regenerated long-flowering meadow through reduced mowing (once a year).
- Use of **pesticides on site is currently minimal** and eco-friendly options are being discussed with landscaping subcontractor.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Raised awareness with our employees/colleagues.

- We have established a pollinator group internally, "A Bee Group". First meeting took place on 25Aug2022 where initial ideas for potential actions were discussed.
- Various awareness actions are considered for implementation in 2023.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Increased awareness internally;

- Site surveys are also planned to identify flora and fauna already present on site. This may serve as a starting point for monitoring of the impact from actions taken.
- Pollinator Plan for Dublin site is to be integrated into wider Social Responsibility plan at a corporate level.
- Appropriate signage informing about areas of preservation, will be considered.
- We plan to install solitary bee lodges on site, with the assistance of the "Irish Bee Conservation Project".
- We plan to organise webinar with the "Irish Bee Conservation Project".

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- As we are only one month into the topic, we are happy that the large part of the site was already committed to the project and we are hoping to take many more actions in 2023.

121

**Gunn Lennon
Fabrications Ltd.**

Signed up March 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We reduced the grass cutting considerably.
- And had a couple of planters.

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 2023?

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

We have a new person on board and with her help we will be more on track in 2023.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

122

Hanley Energy Ltd.

Signed up May 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- To celebrate World Biodiversity Day in May 2022, we supplied Stamullen National School with 'Biodiversity Buddy' packs including planting options, high vis vests, certificates and stickers.
- The aim of this project was to encourage the students (600) to plant either the school grounds or at home and also to help teachers educate their students on biodiversity.
- We have also created two flower beds at our Kingscourt Manufacturing Facility.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have included information on All-Ireland Pollinator Plan and actions employees can take at home in our business newsletter.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are liaising with Dundalk Tidy Towns (another location where we have offices) to help them with their Bulbs For Bee's challenge, where they hope to plant 10,000 pollinator-friendly bulbs across Dundalk in one day with local scouts and businesses.
- We will also expand our 'Biodiversity Buddy' project next year to another location.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

123

Hawthorn Nurseries & Landscaping Ltd

Signed up March 2019

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



UPDATE 2021

Hawthorn Nurseries supports the AIPP on a daily basis and will continue to do so throughout 2023.

124	Hodson Bay Hotel & Yew Point Nature Trail	Signed up May 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have protected large areas of established hedgerows along the fields and roads on the Nature Trail. • We also have left large areas of brambles for pollinators. • Our other actions include leaving the large meadow in Yew Point to be cut only once and in early August leaving time for pollination to occur over the summer months. • We also left 2 large field uncut and for re-wilding. • Areas of Yellow Rattle in the main meadow were left to encourage native wildflowers and no fertilizers were used in the fields. • Gardens at the start of the walk were only mown twice during the summer and now for the winter months large verges have been left along the edges for insect habitat. • We also installed a large vegetable garden which many of the flowering vegetables provided pollination habitats in this area we planted a small native wildflower bed. • We are sowing snow drops this month and have tree planting planned for January. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>We raised awareness of the All-Ireland Pollinator Plan and actions people can take in their own gardens to help pollinators. We did this with our employees and also guests using the Nature Trail.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We will expand on our existing actions. • We are expanding our vegetable garden • We have large scale tree and flower planting plans. • We will be adding insect hotels and drilling holes in logs for Bees. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
125	Holbein Carpentry and Joinery	Signed up June 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		UPDATE 2022



1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing, long and short grass meadows.
- Planted around our picnic area, planted a selection of edible perennials, artichokes, herbs and flowers such as calendula, rudbeckia.
- Maintaining the trees, native and fruit trees planted in 2021.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

None.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We are planning to put up an explanatory sign about biodiversity and the planting done in 2021/2022.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? NO

126

Horticulture Consultants Ireland Ltd.



Signed up February 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Designed wildflower areas in many of my garden designs throughout the year.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Promoted the work and message of The Pollinator Plan on RTE, Irish Examiner, online and at talks and demos around the country.

I have written about and spoken on tv and radio about the importance of helping solitary bees as opposed to honeybees along with other tips on helping wildlife in gardens.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

127

Hotel 7



Signed up August 2022 – NEW business supporter

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

128

Howe Hill Flowers

Signed up May 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Allowing extended flowering of beds beyond cutting use for pollinators. Allowing meadow areas i.e. uncut areas for pollinators.
- Introduced more ladybirds into the garden buying in larvae in 2021, allowed areas in which ladybirds could thrive this year (nettle beds!)

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Talking about various pollinators which visit and live here on social media.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Plant even more flowers.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)?

Not really intentionally, it's just a natural part of our way of living and running our business.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Our farm rocks! We have an amazing range of wildlife living here and we all live in harmony.

129

Huhtamaki

Huhtamaki

Signed up September 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The organisation has arranged for the 1000 m2 wildflower area to be mown and lifted in preparation for 2023.
- An assessment of the quality of the borehole water has been carried out by a UKAS approved laboratory. The positive results have opened the way to using borehole water in lieu of mains water reducing the site's reliance on treated water.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Participation in the plan and associated biodiversity actions have been reported in the monthly 'TeamBrief'.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- The design of a reedbed to treat effluent and increase biodiversity onsite.
- Installation of the reedbed is likely to take place in 2024.
- INDOOR/Community pollinator-biodiversity actions will be agreed at the Management Review and agreed actions updated Q1 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. Participation in the Pollinator Plan is part of the ISO 14001 management review.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Participation in the plan is having a positive impact visually on the site and arguably a positive impact on employee's wellbeing.

130

Hyphen

Signed up April 2021

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **NO**

Hyphen

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Continuing to work alongside our client, Cyrus One to help deliver a pollinator-friendly areas on their Data Centres site in Grange Castle Business Park, Dublin.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Internal communications to raise awareness and educate Hyphen staff.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue with staff awareness / education.

4. Have you logged your HQ/site(s) on Actions for Pollinators? N/A Cyrus One have added

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

131

Indaver Ireland Ltd.

Signed up April 2022 – NEW business supporter

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Indaver joined the All-Ireland Pollinator Plan in April 2022.
- Indaver have reviewed the mowing and maintenance regime with the landscaper provider. The main areas of the site that were mowed are now reduced to only 3 times per year, whereas there are other areas of the site e.g. site berms that are only mowed once per year. Other areas of the site are not mowed e.g. hedgerows, tree planted areas.
- The site has virtually eliminated pesticide use. The site replaced pesticide use with a foam system called Foamstream by Weedingtech. Pesticides are only used in rare cases where the new weed control system can't reach.
- Indaver have installed signage to show the All-Ireland Pollinator logo alongside our 'Bee friendly zones'.
- Indaver have 2 Bee hotels on-site also, which were produced by a local Men's Shed.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Email communication and internal intranet was used to notify staff that the company joined the All-Ireland Pollinator Plan, and to share links to the All-Ireland Pollinator Plan website and the various resources that are available.
- A noticeboard was installed in the Meath facility to communicate biodiversity and pollinator information to staff.
- Additionally, there was a safety week in September 2022 whereby one of the days had a recorded webinar sent to all staff (~250 staff). This recorded webinar was produced by the EHS manager and an employee who is very active in his community in Tidy Towns.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

For our Dublin site, we will try to install some smaller bee hotels. We will also incorporate the Pollinator Plan into our EMS for 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? Not in 2022, but it is an action for 2023.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We look forward to continuing our biodiversity journey. This is our first year with the All-Ireland Pollinator Plan and we have seen great enthusiasm from our staff for this project.

132 Inis Cuis Landscapes



Signed up December 2020
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

We are a grounds maintenance company who work with our clients to advise and encourage them on biodiversity, some of these companies are already AIPP members at our suggestion.

133 Inland and Coastal Marina Systems Ltd.



Signed up June 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have sown a wildflower garden approx. 30m x 5m.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have made employees and visitors aware of our project by putting up notices.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We hope to reduce further mowing on our site and possibly extend our wildflower garden
- Increase awareness in general.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

134

Intel Ireland Ltd.

Signed up 2016
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The site added additional pollinator friendly planted areas and a small wildflower area at the front of house (IR2 plaza & Nelson's Cottage). Pollinator friendly planting signage was erected in these areas to increase awareness of their biodiversity value.
- The existing wildflower meadow located north of the site had its annual cut back. Surveying of the meadow was carried out and flower and insect records were logged in the National Biodiversity Centre database.
- Intel sponsored *Pride of Place 2022* within the local community and the winning project focused on the remediation and renewal of a wildflower area in the community.
- The company also sponsored the Leixlip Tidy Estates competition in 2022.
- The annual survey of the Rye River was funded again in 2022, continuing a longstanding sponsorship of this activity.
- Separately, the company initiated a project with National Parks and Wildlife Service in 2021 to re-wet a 60-hectare blanket bog in the Wicklow Mountains. This is an extensive project and high-level data will be gathered on these works by the end of 2022.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Through our partnership with our onsite landscaper a presentation was created highlighting the pollinator friendly planted areas across the site and the variety of planting that has been completed and this has been posted to internal employee communication channels.
- Regular communications were sent to the site's Biodiversity Network group e.g., photos and names of flowers and insects recorded in the wildflower meadow during the summer.
- The site was shortlisted as one of 7 finalists in the Green Large Organisation of the Year category, in the 2022 Green Awards for work completed in the area of Sustainability which included the continued work we do in relation to biodiversity year on year.
- An artist commissioned in the latter half of 2021 by Intel Ireland completed the last of the four paintings of Intel's biodiversity features this spring. These paintings have been posted to Intel's social media channels and have also been provided as site art.
- The Friends of the River Rye group continue to meet quarterly through 2022 to review the quality of the River Rye water.
- Biodiversity related videos were created around the biodiversity work being done on site and have been posted to the company's social media channels and are available on exploreintel.com.
- This year we commissioned four mini publications on the Rye covering Water Quality, Crayfish, The Fish on the Rye and River Improvement works.

We are also celebrating 30 years of the Rye River and we will launch a book covering its history and improvement works in November 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- The site will continue to maintain its wildflower meadows and pollinator friendly planted areas and all supporting information e.g., signage, mapping etc. Similarly, the annual surveying of the wildflower meadow north of the Rye River will be undertaken and information logged into the National Biodiversity Database. The company will continue to work with NPWS to progress the bog rewetting project in the Wicklow mountains.
- The site will monitor site development work and ensure any opportunity for biodiversity development is 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.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2022?

Additional pollinator friendly planted areas developed at the front of site this year have a high-profile location which helped to increase awareness about biodiversity and biodiversity protection amongst the users of the new multi-storey carpark. So simple things like location of planting and employee exposure, including signage, can really help increase awareness about the importance of protecting and improving biodiversity.

<p>135</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. TBC</p> <p>UPDATE 2022 Ireland Beeswax Wraps supports the All-Ireland Pollinator Plan 2021-2025 and will continue to take actions for wild pollinators in 2023.</p>
<p>136</p>	<p>IRES REIT Plc / IRES Fund Management Ltd.</p> 	<p>Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' - data mapping portal. YES</p> <p>UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We engaged our Landscapers who introduced new larger pollinator beds at 8 of our fully managed residential buildings. AIPP signage has been erected at each bed. • We have discussed plans with AIPP to engage residents at these buildings via an education online call/presentation. • We have engaged the Block Managers at 14 other Buildings where we own property to encourage sign up as supporters of the AIPP and are future planning their support initiatives.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- For World Earth Day we engaged Residents with a nature appreciation competition.
- We promoted our support to AIPP internally via company intranet.
- We are exploring other options for the remainder of the year.
- Employee Attendance at the Biodiversity Breakfast Briefing.
- Employee Participation in Climate Ready Academy Biodiversity Essentials Training Course.
- Joined the BusinessForBiodiversity.ie pilot programme.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Biodiversity Business Plan & Target Setting to commence in 2023
- Resident Engagement with AIPP as noted above will be possible in 2023. This will hopefully include at least 8 residential buildings but potential 20+ depending on the block management engagement at other buildings as noted above.
- Continuous engagement with external block management to increase AIPP support where we own property.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us with regard to your pollinator-biodiversity journey in 2022?

We would like to thank the AIPP for provisionally agreeing to work with us on the Resident Engagement piece. We look forward to this in 2023.

137

Irish Cement Ltd.
(Limerick Works)

Signed up August 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Areas of the plant have been allowed to “grow wild” again to promote biodiversity in these areas. These areas have low footfall and so we have seen many bees, butterflies and other insects inhabiting the area.
- There has been a slight reduction in mowing in 2022 and we wish to increase this further in 2023.
- A bee hotel was added to the site, and, we hope to improve the location and use of this for 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Biodiversity and the promotion of same has been included in Management Review presentations which describes in detail the biodiversity on site, how we can preserve what we have and to promote even further biodiversity.
- We discuss biodiversity in internal weekly meetings.
- We also share images and information on biodiversity on large screens which are located in all buildings on site so that every employee is made

aware of biodiversity, the importance of it and how should be protecting and promoting it.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Find the optimum location for the bee hotel and improve flowering on this location for pollinators.
- Reduced mowing in certain areas of the plant.
- Continue with promoting diversity internally.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

138 Irish National Stud & Gardens



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing across all our sites.
- Length of native hedgerow planted/managed for pollinators (m) - 1000 m2.
- Planting of 7 pollinator friendly patches of flowering bulbs 5m2, which naturalise in grass across the site.
- Eliminated the use of pesticides in our 2 main gardens Japanese Gardens & St Fiachra's Garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have erected pollinator friendly area signs in locations where wildflowers are growing.
- We have promoted biodiversity through social media and website promotions.
- Workshops and speakers have visited the stud to promote biodiversity to visiting tourists.
- We have made books available in our new shop to those wanting to learn more about beekeeping and biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Planting of ½ acre of native woodland.
- Removal of docks and thistles from wildflower meadows.
- Reduce mowing across our sites.
- Planting of 30 m2 of pollinator friendly perennial beds.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

139 Irish Register of Herbalists &

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

UPDATE 2022

St. Anne's Physic Garden



1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Throughout the year we continued to work to create pollinator friendly beds full of herbs and plants.
- We reduced our mowing of the grass to minimise the disturbance of nesting bees in the grass verges.
- We also established some new beds with native Irish herbs.
- We also allowed a section of our nursery to re-wild itself in order to make it more pollinator friendly.
- St. Anne's Physic Garden is now on the road to obtaining Organic Certification.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We incorporated photographs with bees on herbs in our National Herb Week Promotion in order to increase the public's awareness of the importance of pollinators which featured on our social medial sites.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- St. Anne's Physic Garden is now entering its second year to obtain Organic Certification
- What this means is that insecticides, fungicides, or herbicides will never be tolerated or used within the garden. These actions are vital to safeguard our pollinators.
- We hope to establish safer nesting areas within the garden away from public footfall.

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

The Physic Garden is located within St. Anne's Park Site Ref: 2707 adjacent to the Clock Tower.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

140

Irish Tree Centre Ltd.



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

UPDATE 2022

The Irish Tree Centre continues to support the AIPP and will do so throughout 2023.

141

Jacksmill Hub13



Signed up September 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Adjoining meadow to the business premises has been encouraged to grow to allow the natural seed bank to flower throughout the pollinating season.
- Over 3,000 native whitethorn, holly, hazel, apple and blackthorn trees were planted with assistance of volunteers and ReWild Wicklow.

- Non pesticide use action is adhered to and pollinator habitat areas such as dry stone walls, earth banks and wood piles have been left undisturbed.
- Grass areas mowed less frequently and flowering of dandelions, clover, vetch, knapweed, self heal and birds foot trefoil encouraged.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Signage put up around the premises to draw attention to the pollinator plan. Have engaged with local groups such as Newcastle Biodiversity group and ReWild Wicklow on action planning and tree planting.
- Group talks organised on biodiversity and role of pollinators to staff and local allotment holders.
- Business social media engagement is increasingly focused on supporting other sustainable and organic businesses.
- A staff member completed FETAC level course on biodiversity and organic horticulture.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue existing pollinator friendly initiatives.
- Consult with an organic horticulturalist about creating tree and bee guilds.
- Sign up to the Bumblebee Monitoring Scheme and FIT Count.
- Create a pond area and continue with tree planting of 3,000 pollinator friendly trees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. Pollinator Plan part of overall business ethos of sustainability and green economy.

142

Jacobus Coaches Ltd.



Signed up May 2022– NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have planted pollinator-friendly, native flowers, hung up bug hotels.
- We have potted different bee-friendly/pollinator flowers too.
- We have started our rewilding area. We have placed biodiversity signs around the bus yard for employees and visitors to see.
- We have bird feeders to attract birds to the yard.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have updated our social media accounts on different green measures we have taken, such as 'Leave No Trace Tourism.'
- We have asked employees to ask the kids on school tours about biodiversity and bees in their school to encourage conversation.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We plan on getting more bug hotels for our yard. We hope the rewilding area will flourish better next year after the work put into it this year.

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

143

JLL Ireland



Signed up June 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

JLL has in conjunction with our clients have installed over 250m2 of green roofs with an emphasis on biodiversity planting.

- The external landscaping in 76LBS is planted with native Irish plants and seasonally adjusted.
- We have eliminated pesticides from our contracts and installed nesting habitats where possible across our sites.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Information boards in our planted gardens to educate visitors/tenants on what is being planted and why.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

New project for 2023 is the pollinator/biodiversity friendly landscaping of a large green space in Citywest Business Park to promote biodiversity with the surrounding tenants. Increased engagement with tenants and clients on the importance of what we are doing.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. Currently working towards ISO 14001 and this will be part of the policy.

144

Kellogg



Signed up April 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have delivered the following actions:

- We have installed 4 large pollinators and planted with pollinator-friendly bulbs & shrubs.
- We have created a Wildflower bed planted with pollinator-friendly bulbs, shrubs and herbs.
- We have installed a bee hotel in the wildflower bed.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

None.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Create better awareness among our employees about our actions as an organisation and how they can contribute to making a difference within their local garden and communities.

- We will be hosting a talk when we have our honey from the Kellogg beehives to raise awareness of the campaign.
- We will also supply wildflower plants for employees to take home and plant.

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

5. Have you integrated the Pollinator Plan into your Sustainability Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

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

145a

**Kennedy Wilson
residential
Clancy Quay**

(managed by Savills)



Signed up August 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

During 2022 we carried out the following actions:

- 20 Thornless blackberry bushes planted at the back of Tarrant.
- 2 hazel nut bushes planted at the back of Tarrant
- Lawns at Saddlery have been planted with two different mixtures of crocuses that bloom in February / March and October/ November. These are excellent food source for pollinators at a time when few species bloom.
- Wildflower Meadow along Long Lane Royal had very few flowering plants in 2021, so we have planted Yellow Rattle which will over time reduce the growth of grasses and allow greater flowering of the wild flowers.
- Herb garden installed.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

To celebrate *World Earth Day* we circulated an update sheet to all our Residents detailing our initiatives in 2022.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Review & reduce pesticide use onsite.

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

5. Have you integrated the Pollinator Plan into your Sustainability Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

145b

**Kennedy Wilson
residential
Sandford Lodge**

(managed by Savills)



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? -

Upkeep of our wildflower meadow – Installed Bug Hotels in the grounds – reduced mowing of the meadow – introduced herb garden – elimination of herbicides

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? -

Communication with residents on the herb garden and wildflower meadow and encouragement of residents to use the herbs.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Have engaged our landscaper to carry out a Biodiversity & Environment Survey and will implement findings

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

146 **Keppel Data Centres**

Signed up March 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Keppel Data Centres have created wildflower gardens across both of our DUB1 and DUB2 sites. These gardens have continued to thrive throughout the year, and we have seen plenty of bees among both.
- Additionally, our Data Centre Manager in our DUB2 site created a spectacular bug hotel with his family. This sits proudly in our 'No Mow' zone near our wildflower garden in DUB1 and attracts lots of minibeasts. We plan to create a second bug hotel for our DUB2 site over the coming months.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Keppel have actively engaged with all DCs for Bees Ambassador meetings and have attended events organized by Host in Ireland. These events included a sunflower picking day in aid of a local hospice which also shone light on different ways to encourage biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

The intention of Keppel Data Centres for 2023 is to pledge more Orchards for the community to continue encouraging and facilitating biodiversity in Ireland. We also plan to expand our wildflower garden and continue to engage with events provided by Host in Ireland.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

147 **Kia Ora Mini Farm Ltd.**



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

UPDATE 2022

Kia Ora Mini Farm continues to support the AIPP and will do so throughout 2023.

148	Kilsaran International	Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022 Kilsaran continues to support the AIPP and will do so throughout 2023. We are in a transition phase with the showroom/garden and will re-engage more fully with the AIPP moving forwards.</p>
149	Kirby Group Engineering	Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Increased pollinator-friendly planting. • We have participated in the <i>Host in Ireland</i> Orchards initiative. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>Promotion of the <i>Host in Ireland</i> Orchards initiative.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We will encourage biodiversity within our organisation and have signed up for the <i>Host in Ireland</i> Orchards initiative again. • We are also planting trees as part of a recent fundraiser, The Kirby Way Cycle 2022. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
150	Kleeman Tours	Signed up September 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022 Kleeman tours continues to support fully the AIPP and will continue to do so in 2023. With constraints on resources and changes in staffing in 2022, we will have an increasing focus on sustainability/biodiversity in 2023 which will also include the Pollinator Plan.</p>
151	KMK Metals Recycling Ltd.	Signed up April 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • KMK have created a biodiversity map of the space available on site and created three separate areas for the protection and enhancement of biodiversity.

- Our main area this year was the woodland area, known in the plan as “Area A”, which was already found to be providing food and shelter for biodiversity.
- KMK have developed this area further by creating a pathway through the woodland, hanging a bird box for blackbirds and a bird feeder and a butterfly and lacewing house, also, we created a natural guide to the pathway by laying down the branches which were cut and stacking them in a certain way to form a natural home for bugs.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- KMK have raised awareness of the Pollinator Plan in the local Kilbeggan area and in the midland region by participating in a radio programme called “Lets Go Green” which is hosted by Aisling O’ Rourke on Midlands Radio 103, episode 17 which was aired on Monday August 29th, 2022.
- KMK LINKEDIN page also promoted the Pollinator Plan, and the pollinator biodiversity actions.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Our proposed pollinator-biodiversity actions for 2023 include;

- Pollinator friendly Planting of bulbs in the autumn such as bluebells in Area A and developing signage in that area also.
- Developing our bird sanctuary area, known as “Area C”, on our plan. This will involve hanging more bird boxes, a bird bath, and a feeder.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

152

Kohler Power Systems



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Company has no outdoor areas but sponsored a September to September meadow at an employee’s house in Co Meath.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Held an information day in Spring for employees on easy pollinator actions they can take to promote biodiversity, printed pollinator information leaflets to hand out to employees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue to promote clean/sustainable HVO and green grid support measures to Irish industry.
- Sponsor one or more community pollinator biodiversity initiative/s.

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

		<p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. We don't currently have ISO14001 in Ireland, ISO14001 is held in France.</p>
153	<p>KPMG Ireland</p> 	<p>Signed up February 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Reduced mowing strategy. • Pesticide free maintenance. • Decision to NOT to implement beehives due to over concentration in area. • Site assessment with DCC Biodiversity officer. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Development of an internal Biodiversity working group. • Aeroponic food growth. • Founding members of "Business for Biodiversity". <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Urban roof garden development. • Community engagement. • Additional nesting habitats. • Raised awareness amongst supply chain via a sustainable & responsible procurement programme. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. Not yet_ ISO14001 targeted for Q1 2023.</p>
154	<p>KRA Renewables</p> 	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have planted an additional 200m of native hedgerow in Wicklow. • In addition, we have seeded 40 native oaks from acorns and will plant them in February. We also volunteered at a local tree-planting event in Laragh, Co. Wicklow. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>We have consistently advised our clients on biodiversity-improving measures which they can undertake, and many of these have been implemented. We have also planted an interior green wall in our Wicklow office.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p>

Planting the 40 oak trees, and we plan to plant an additional 50 native trees and another 200m of native hedgerow.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

155

KSG Catering Ltd.

Signed up August 2021

Mapped on 'Actions for Pollinators' data-mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- 2022 seen the introduction of KSG's Happening Day. Happening Day was a companywide event where we encouraged some of our sites to create an area on their sites which would benefit pollinators.
- The event was a success, with 16 of our client sites taking part. When launching the event, we used native wildflower seed mixes, which we have since learned are unregulated. The wildflower mix included Corn Marigold, Corn Poppy, Corncockle, Cornflower and Scented Mayweed.
- Therefore, rather than Happening Day being a biodiversity event, it was in fact a gardening/ horticultural event. As an organisation, we have learned from this and now are aiming to evolve these sites into natural regeneration sites for our happening day event in 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Around the time of Happening Day, we put out a marketing campaign explaining the background of the initiative. In the material, we highlighted that rare species of Irish pollinators are disappearing due to the loss of semi-natural habitats & common species are declining in abundance. This was shared on LinkedIn, twitter, and our website, therefore raising awareness on the decline of pollinators.
- We are also still encouraging our Supply Chain to sign up to AIPP, this is part of our Origin Green targets. We send a supplier sustainability questionnaire to all our suppliers each year.
- Before the end of this year, we will send out the 2022 one, which will include a section about AIPP. We will then be able to quantify how many of our suppliers have signed up to AIPP this year.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are in the early planning stages of a major biodiversity project in 2023. We are planning to take 1c from each cup of coffee purchased and then putting this towards a tree/woodland planting project. We have had meetings with different Irish organisations who can assist this, and we are aiming to launch the project (all going well) in 2023. We feel that this would be a great way to play our part in helping biodiversity across the island of Ireland.
- Also, we are planning to have Happening Day again in 2023, but as mentioned, we will need to restructure the format/ actions. Once we have a new Happening Day plan, we hope that we can increase the site sign ups from 2022. This would also align with our Origin Green targets.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES
6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES

156

Landtech Soils Ltd.



Signed up February 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have been adopting active policies that will protect the good biodiversity currently on our site.

- We have reduced and eliminated cutting of the margin and designated area of the Site.
- We've also reduced cutting and maintenance of boundary hedges and banks.
- We are facilitating natural regeneration of strips and "wild" patches of wildflower and natural vegetation. This will provide food and shelter for pollinators.
- As part of our production / growing process we have Increased pollinator-friendly planting – wildflower species.
- We've adopted an organic policy part of which we have eliminated the use of Pesticide across the site.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have begun using the AIPP logo on our information sheets and literature.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We will be increasing both our area of pollinator friendly sedum and wild-flower matting. We're also creating a number of "Bee Hotel" pollinator site around the site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

157

Leahy's Open Farm



Signed up October 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Our business planted over 500 bulbs in a forest area of the farm.
- We allowed a large area of our grass land uncut for all of the summer months, it is still uncut at present.
- We planted an area with grasses and pollinator friendly plants around a new playground structure.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We put up signage for our pollinator plan for 2022, we informed all staff as to what we were trying to achieve in 2022.
- We sponsored a range of pollinator friendly plants for our local village to plant during the summer, it has our village looking lovely while helping our little friends.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We plan on planting more bulbs in the forest section
- We plan on increasing the area of uncut grass for the next season ahead.
- We were in contact with our local school to have a pollinator fun day, we hope to be able to do this for the coming year.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. We are continuously trying to improve our sustainability and reduce emissions etc. on our farm. We hope to keep doing our best in our business.

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

NO. We have just joined Origin Green and we are in the midst of filling out the application to become a member.

158 Little Green Growers



Signed up May 2019
Mapped site on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Protected areas that are already providing food and shelter for pollinators.
- Created pollinator friendly beds.
- Planted pollinator friendly shrubs and trees.
- Maintained hedgerows for pollinators.
- No use of pesticides.
- Maintain earth banks for solitary mining bees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We are an outdoor business.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Similar actions on an expanded site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

159 Living Design
Landscapes Ltd.

Signed up April 2020
Mapped site on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

160

Lough Mardal Lodge

Signed up October 2021

Mapped site on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 3000m2 has been left as long-flowering meadow- being grazed once.
- No use of pesticides, insecticides, fungicides or any chemical fertilisers anywhere on site.
- Native flowering hedgerows are all protected.
- We are a new organic farm currently in the process of being certified.
- No weedkiller used in organic vegetable garden.
- All food waste is composted (supporting the biodiversity of bacteria/microorganisms!).
- All our waste/grey water goes through a reed bed which is a natural filtration system, and ultimately, once fully filtered, flows back out onto the land. As such no bleach or any toxic detergents are ever used. – only eco-friendly cleaning products.
- In the vegetable garden we allow our over-wintering vegetables to go to flower in the early spring (e.g. kale, broccoli) instead of digging them up so that the pollinators can feed on them when there are still few other sources of nectar available at that time of year.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We compiled a large A2 picture displaying the majority (too many to fit all!) of the native wildflowers that bloom all around us on our site, it is now framed and displayed in the lobby of our communal building to raise awareness/educate guests.
- We provide lots of books in our communal building relating to biodiversity (butterflies, bees, wildflowers, etc) for our guests to read.
- We have a 'Nature Diary' on our website on which we post regular sightings of the flora/fauna here with interesting information about them.
- We regularly post photos/videos on our social media platforms promoting the biodiversity of wildlife/plants that surround us here.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We aim to continue with all the above efforts.
- We intend to lay new hedges.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/

		<p>biodiversity journey?</p> <ul style="list-style-type: none"> Zero caterpillars on any of our brassica vegetable for the first time ever this summer. Saw very few Cabbage White Butterflies either. Glad that our brassicas were left intact but sad/worrying for the cabbage white population? Other butterfly populations here seemed normal, though late to appear. Not as many bees as previous years and hardly any wasps!
161a	<p>Maldron Hotel Newlands Cross</p> 	<p>Signed up March 2021 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> Same as 2021 we have a Wildflower Garden in the back of the hotel. 6 big flowerpots with herbs to help bees pollinating. Pots contain thyme, sage, rosemary, mint, marjoram and oregano. In addition to the Wildflower Garden we have added more pollinating flowers to the concrete pots at the entrance of the hotel. We have received the Gold Award from Green Tourism and the Pollinator Plan is mentioned as one of the main hotel biodiversity actions. We worked hard to make sure to consolidate the gold award again this year. We have to build new Bees hotel as we got already two pairs of them stolen from our wild garden. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> We have the Business supporter logo for the Pollinator Plan on display in our hotel lobby, together with the WWF support certificate and the Wolfgang Reforester cert, we calculated how much paper consumed in a year and planted 5 new trees in the Wicklow mountains. We promoted World Earth Day to guests. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> For next year the plan is to maybe organise a new wildflower garden to add to the 70 square meter already on site and to put 2 new bee Hotels. We had lots of bushes in our bar courtyard which now has been cut down and the plan is to add wildflowers and herb pots there as well. Plant more trees in Wolfgang Forest in Wicklow and add more bird nests around the trees of the Hotel car park. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
161b	<p>Maldron Hotel Oranmore Galway</p> 	<p>Signed up September 2022 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal. TBC</p>

161c	Maldron Hotel Pearse Street	Signed up January 2021 Mapped site on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We planted pollinator friendly herbs in our herb garden – Thyme, Rosemary & Sage. • We also installed a (birdbox size) Bee hotel. • We planted hanging baskets with native pollinator-friendly species including Bidens, Blue Bacopa and Cosmos. • We have limited outdoor space so have used planters in our courtyard to plant native species. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have promoted our activities through our facebook & instagram & LinkedIn accounts as well as our in-house green team activities on our noticeboards for customers & staff. • We have a Green Team & promote our activities through regular meetings. • We are aiming to achieve a Gold Award with Green Tourism with our initiatives this year. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? We want to plant some native trees & as we have limited outdoor space would be happy to get involved with local community groups in activities.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
161d	Maldron Hotel Port Laoise	Signed up September 2022 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal. TBC
		
161e	Maldron Hotel Sandy Road, Galway	Signed up March 2021 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC
		
161f	Maldron Hotel Shandon, Cork City	Signed up November 2021 Mapped site on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We created designated pollinator friendly walkway(very little human traffic – 3 times in 24h/1 person walking by to do outdoor fire walk). • Pollinator friendly planting in planters using recycled materials (pallets).

		<ul style="list-style-type: none"> Planting pollinator friendly plants and bulbs in hanging baskets/planters in the walkway and in the planters at the front/side of the hotel as per recommendation of AIPP. Designated nesting habitat (stone walls) as per recommendation of AIPP and erected bee house. Do not use any Pesticides. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? Supporting local community actions with association with Shandon Area Renewal Association and Shandon Tidy Towns Committee.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> Expanding pollinator friendly area by planting more plants. Introducing more planters/hanging baskets. Increase employee engagement Increase communication (more social media posts). <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
161g	Maldron Hotel South Mall 	Signed up December 2020 Mapped site on 'Actions for Pollinators' – data mapping portal. TBC UPDATE 2022 No report submitted.
161h	Maldron Hotel Wexford 	Signed up March 2021 Mapped site on 'Actions for Pollinators' – data mapping portal. YES UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? <ul style="list-style-type: none"> Planted on ground to attract pollinators. Provided habitats for pollinators. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? Displayed our actions in public areas such as meeting rooms to tell customers what we are doing and what they can do to help.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Continue with planting plan.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. Forms part of our green tourism annual audit.</p>
162	Manifests Ireland	Signed up April 2022 – NEW business supporter Mapped site on 'Actions for Pollinators' – data mapping portal. YES



163
&
164

Mannok Pack Ltd.
&
Mannok Build Ltd.



*(formerly Quinn
Building Products
and Quinn
Packaging)*

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We set aside an area of approx. 9000m² which was mown once after the dandelions had finished flowering, we then let the area grow until the start of September when the grass was mown and baled thus reducing the soil fertility which will encourage more wildflowers to grow next year.
- A bare earth bank was maintained, and pesticide use was negligible.
- We also managed a 7-acre parcel of land to encourage wildflower growth and pollinator habitat by using a conservation grazing technique recommended to us by Ulster Wildlife.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We are proud of our association with the All-Ireland Pollinator Plan and include the logo and reference our participation in the project on company brochures and appropriate documentation to raise awareness of the initiative.
- We will be including a segment in the company newsletter about what we did this year in relation to the AIPP and the results we achieved.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We aim to continue the work we have already done and hopefully plant more pollinator friendly trees, shrubs and flowers. We also intend to erect bug hotels.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? **YES**

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- When walking through the meadows we noticed that the area was alive with life, we came across bees, hoverflies, butterflies, Grasshoppers, Crickets, Dragonflies, frogs and Hares.
- We found it very encouraging that when providing safe habitat for one species you also inadvertently provide a safe haven for many other species.
- We were taken aback at how quickly wildlife can recover if given a chance and that in the space of a couple of years we went from a barren tightly mown piece of lawn to an area rich in biodiversity. We look forward to seeing what future years bring.

165	Marlet Property Development	Signed up January 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> Continued to keep 1/3 of grass area unmown. Created a long flowering meadow in an extra site. Ensured that all new landscaped areas create pollinator friendly trees and shrubs as well as pollinator friendly flower beds. Eliminated the use of pesticides. Installed two new bee hotels. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>Promoting All Ireland Pollinator Plan with suppliers and contractors.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Three new developments are coming onstream in 2023 – all three will have AIPP friendly landscaping and pesticide free maintenance</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?</p> <p>We have many vacant sites which can be vacant for a few years while awaiting planning permissions etc. Should we plant meadows or pollinator friendly beds in these sites or would it make a negative impact to create a habitat which may be destroyed in the future?</p>
166	Material Solutions <i>(formerly Print Solutions)</i>	Signed up April 2021 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> We have continued to look after our bee friendly garden created last year, but due to the year we had (name change, new office purchased and continued sales growth), time has not been kind to us. As part of our 2022 plans, I was the volunteer to upgrade my garden to a pollinator’s paradise, all paid for by Material Solutions. Developed 8 new beds and put in plants like heather, catmint, lavender, verbena, echinacea, buddleia, fox glove, lupins, nasturtiums, poppies and nepeta nervosa. Completed No Mow May. The outcome was phenomenal, with a massive increase in bees throughout spring and summer, a massive increase in butterflies from August onwards. We even had a Hummingbird hawk moth visit the garden and take pollen from the verbena (could not get a picture as they are too fast, and I did not know what they were as I have never seen one before).

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have continued with mini-internal articles, and I have looked at your seminar to get ideas for next year.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We never got around to it this year, but we have to place insect / bee hotels in our work garden and my garden before the new season starts.
- We will look at growing some more pollinator friendly flowers in the limited space we have in the in the new premises. We will put out the offer of paying to pollinate a couple of more gardens at a time for internal staff.
- We will look at a local Tidy Towns group to start putting pollinator plants in their area.
- I live in Kildare and a care home moved in next door to me, and they have multiple premises in Kildare and Laois. I am going to try organise a meeting with their facilities manager to see if they will sign up for Pollinators Ireland as most of their premises has a lot of land attached that is just grass.
- Lastly, after seeing the results in my own garden, I am going to extend the bedding. At the back of the 20-meters laurel patch which is currently grass, will be turned in a flower bed for catmint, verbena and some wildflower as well (dimension will be 60cm x 20 meters), with another 3-buddleia put out to the front of the garden with cotoneaster and ceanothus.

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

Completed this last year and will do the new premises when fully functional.

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? NO.
Not ISO certified.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Apologies for not doing more this year, but time has really not been kind to us. Hopefully next year will be better.

167

**Mattest Testing
Limited**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Mattest has introduced a bush cutting scheme for bushes and shrubs allowing pollinator plant species, such as Buddleia, to thrive.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Employees have been delivered emergency response training to reduce the risks of pollution to the environment.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Mattest plan to repurpose used tyres to create planters, which will be filled with pollinator friendly plants.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

168
&
169

McAuliffe Pig Farms



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- New 50m hedgerow planted on a new bank which was made from spoil used from a new wildlife pond (hawthorn, blackthorn, crab apple, dog rose, guelder rose, hazel).
- Annual pollinator plot sown with phacelia.
- Numerous field corners planted up with native trees.
- Sponsored and assisted pollinator friendly planting in Knocknagoshel Tidy Towns & Castleisland Tidy Towns.
- Increasing and allowing roadside grass verges to flower.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Sponsored a large window sign on the Main Street in Castleisland promoting the All Ireland Pollinator Plan
- Social media posts

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue with native tree and hedgerow planting
- Continue to sponsor and support our two local Tidy Towns groups

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

170

Medite Smartply

Smartply Europe DAC
 (Waterford)
 &
 Medite Europe DAC
 (Clonmel)



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We reduced the mowing and maintained a clover lawn and a wildflower meadow.
- Increased pollinator-friendly planting.
- Maintained a bee hotel, holes in wood, have an earth bank and
- Maintained hedgerows for pollinators.
- We also reduced the use of herbicides and pesticides.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We raised awareness with our employees through internal communication.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We will continue and expand on above actions and increase employee and community engagement.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. It's integrated to our Environmental Management System objectives.

171

Mercury



Signed up April 2021 – NEW business supporter

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **NO**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- In February 2022, as part of DCs for bees, Mercury Engineering donated 50 Orchard trees (1 orchard is 5 fruit trees) to men's sheds, schools, nursing homes, day centres etc across Ireland.
- Mercury people delivered the trees to Men's Sheds across Ireland.

Please see below locations organizations where Mercury Engineering donated the trees:

- Barretstown
- Purple House Bray
- Men's Shed (all over Ireland – across 10 counties)
- Our lady of Mercy Primary School
- St. Colmcille's National School
- Milbrook Manor Nursing Home
- Stepside Educate Together National School
- National School in Donard, Co Wicklow
- Belarmine Residents Association
- Boher Community Group
- Dunlavin nursing home
- BNS Holly Park Blackrock

Also, 13 Mercury staff volunteered to go out and plant the trees in schools etc.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- In 2022 we continued to tackle the problem of pollinators by displaying posters, personal
- examples of members of staff being presented on our internal social platform (members of staff have reduced mowing and emailed us a video presentation), toolbox talks delivered to our staff on this topic.
- We have published internal articles in order to involve more members of our teams
- on planting the trees.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- For 2023, we will continue to support this Pollinator Plan, by protecting as much we can the areas with pollinators, reducing the mows, advocate for green spaces preservations on the projects.

- We will further assess our environmental behaviour for 2023 based on our staff capabilities and projects

4. Have you logged your HQ/site(s) on Actions for Pollinators? NO. We gifted and planted them at premises of schools, and other non-profit organizations around Ireland. (We left instructions of how to log actions with each recipient).

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO We are including the actions and activities suggested across our sites included in our Environmental plans for each of the projects.

172

**Merit Medical
Ireland Ltd.**



Signed up May 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Map and Track - Mapped the physical site Transect walk

Reduced the frequency of mowing of grassy areas

Installed 3 bee hotel in wildflower garden

Installed 3 Bird Boxes in wildflower garden

Reduced the use of pesticides - used on the paved areas when needed (required to keep area tidy)

and woodchips are used in other areas to keep weeds down to reduce use of pesticides

Purchased 2 recycled plastic benches for Merit Meadows (Wildflower Garden) – due to be delivered end of October

Purchased Signage made of recycled plastic – This will be used to promote Merit being an AIPP Business Supporter – due to be delivered end of October

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We conducted a 3-day World Earth Day campaign 20th to 22nd April which included:

- Environmental Awareness presentations and information, The big switch and a Paperless Quiz.
- Bee Hotels – an employee made some bee hotels and had a stand in canteen at lunch time to explain how to make
- 'Name our Wildflower Garden' Competition
- Engaged employees to help plant pollinator-friendly planting outside the windows of canteen

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Educational Piece Garden talk maintenance on your wildflower area

Influencing the greater IDA Park and encourage a walk with our neighbours at next IDA Walk

Install Bird Baths

Install Bug Hotel

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

173	Milltown Organic Store	Signed up February 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have built and set 5 X 1m-Plant-Boxes with pollinator friendly bulbs and herbs. • We didn't use any pesticides on the site. • We didn't cut the lawn or the hedges (20m). • We allowed the bramble and Ivy to remain in the hedges and on the stone wall. • We left wildflowers growing at the stone wall. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? -</p> <ul style="list-style-type: none"> • We now sell organic pollinator friendly flower bulbs, organic herb & flower seeds for pollinators • We offer discounted prices on pollinator friendly bulbs & seeds to community groups who wish to create pollinator friendly areas in the town. • We have information from AIPP displayed in store for customers to use and refer to. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Employees have pledged to carry out similar actions at home, allowing an allotted area to be left mown only once a year. • The business will donate pollinator friendly bulbs and herb/flower seeds to those employees who are interested in partaking. • We will be making bee hotels for both the business premises and for staff to take home. • Offering pollinator friendly bulbs/seeds to schools free of charge to help them with their own pollinator plan. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
174	Mitchell McDermott 	Signed up April 2021 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Bee friendly Crocus blubs will be planted by end of October 2022 in the office garden space. • Mitchell McDermott will be donating and participating in the orchards programme. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>

DC for Bees programme/Pollinator Plan is taken up during the CSR meetings where upcoming events are noted and communicated to the office.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue and maintain the blubs planted in 2022 in the office garden. Keep the office informed on the pollinator plan activities.

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

Mitchell McDermott have signed the actions for pollinators. If not, please let us know.

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES. It is discussed during the CSR meetings.

175

MKF Property Services Ltd.



Signed up March 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Below is a list of actions we have taken in 2022;

- Reduced frequency of mowing lawns and raised the height of the lawnmowing blade.
- Pruning & cutting of shrubs only done once flowering & seeding is complete.
- No digging in flower beds where possible.
- Replenishing of flower beds with compost and mulch.
- No pesticides used.
- Removed large weeds from garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Raised awareness with our employees through toolbox talks.
- Engaged with our horticulture service providers on service delivery and promote pollinators and biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Plant a range of flowers which will result in flowers all year in garden.
- Plant single flower plants.
- Plant more native species of flowers & shrubs.
- Introduce a pond or water-feature (this will be small but could have a big impact of range of biodiversity in the garden).
- Introduce a bird box.
- Workshops with client staff.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

176

Mondelez Ireland

Signed up December 2020

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

<p>177</p> <p>Mo Bhia Duit</p> 	<p>Signed up January 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> We have extended our non-mow area. We have dug wildflower beds all around the perimeter of our premises. We have also installed wild beehive home kits on site. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> We have ensured all structural parts are repaired and maintained so as not to generate any areas that would bring the national insects into conflict with our business or premises. We have raised awareness in our staff about biodiversity actions. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? Increase our protected pollination areas and get involved in community biodiversity projects.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – into our Origin Green programme.</p> <p>6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES</p>
<p>178</p> <p>Monsport Ltd.</p> 	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? In 2022 we left a whitethorn tree grow in multiple hedges around the farm site.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? I took my nephews out to the farm site every couple of weeks to walk the fields out behind our glasshouses which are untouched and designated for wildlife and nature, this thought them to love and respect nature and I look on it as inspiring the next generation of farmers.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? I plan on building pollinator beds adjacent to my packhouse so bees and various other insects can thrive, also less frequent mowing on the grass verges so that flowers can grow.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>

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

179

Mosney Village

Signed up July 2019

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced Mowing, signage to delineate these areas, strategic planting of Bidens and Bacopa in Summer Flowering Window Boxes and Street Displays, Planting of 30 new trees at the main entrance.
- Pollinator Friendly plants planted in existing flower beds and wildlife sculpture added for extra aesthetics. Entry to Meath Pride of Place Awards where Mosney Village won 5 Awards, 4 of which relate to biodiversity and the overall grounds under the following titles: 1st Place for 'Best Large Housing Estate', second year running; 'Best Residential Streetscape'; 'Community Wellbeing'; 'Community Age Friendly Initiative' for a project on Horticulture by the newly formed Gardening Group.
- The lake was emptied and cleaned, at a time that did not interfere with wildlife, and 10 islands pruned to allow for the rejuvenation of biodiversity that had dwindled over the past few years. Mounting of Insect Boxes, Bird Feeders, Bird Boxes and Owl Boxes in the Woodland Walk.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Monthly newsletter to residents, posters, awards on display, promotion of maintaining one's own garden with pollinator friendly plants, financial and professional support to do so. Billboard at main entrance promoting the All Ireland Pollinator Plan with the slogan 'Sowing the Seeds of Integration'. Mosney Village is a multicultural community.
- Management and staff strive to teach residents on the importance of pollination whilst living in Mosney Village in order to bring that interest and skill to their new homes when they move into the community.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Further tree planting to include an orchard beside the 42 raised bed allotments.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

180

Mountlucas Wind

Farm

Bord Na Mona

Signed up December 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?



- Development of a new Sensory Garden at Mount Lucas Windfarm for visitors with some pollinator-friendly landscaping.
- The development of natural colonisation was encouraged.
- Natural colonisation was encouraged in some sections while more typical landscape gardening was carried out in others.
- Biodiversity awareness signs were erected in the Sensory Garden.
- General maintenance of the windfarm encourages natural colonisation and the development of pollinator-supporting habitats.
- Landscape Management has been minimal as the windfarm infrastructure is now blending with the cutaway landscape.
- There is some verge maintenance of encroaching scrub.
- Pollinator-rich grassland is developing on the site. The high biodiversity value of this habitat has been considered when planning and selecting the location of other proposed renewable energy infrastructure on the site.
- Parts of cutaway within Mountlucas have been re-wetted in 2022 as part of the PCAS programme. The overall objective would be to keep the cutaway and residual peat as wet as possible, where possible.
- Present on site is Blue Fleabane – a rare plant species – colonising the Turbine bases and infrastructure of the windfarm turbines. This plant species is spreading at Mountlucas and colonising areas disturbed during construction.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

BnM continues to support guided tours and visitors to Mountlucas Windfarm, including school children and interested stakeholders. The biodiversity value of this site is highlighted during these tours including the value of the site to pollinating insects such as butterflies.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Development of a new sign at site highlighting pollinator specific issues to increase general awareness – why are pollinators important? This will be supported by NBDC communications material.
- Continued pollinator-friendly maintenance of the site.
- Review into use/reduction in use of herbicides and consideration of other methods to manage amenity and works areas.
- Butterfly survey of Mountlucas.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

- Pollinator-friendly actions have been included in the BnM Biodiversity Action Plan 2016-2021. This is due for revision and update.
- Pollinator and Biodiversity impacts are considered within the Windfarm maintenance plan.

181

Moy Park Ltd.

Signed up August 2021

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

UPDATE 2022



1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Planted over 300 trees in our Ballymena site, including Alder & Willow to encourage pollinators.
- Altered mowing regimes to allow wildflowers to flower.
- Given staff native seed bombs to take home and plant.
- Sunflower challenge – competition to grow the tallest sunflower (site-based initiative). Prize for all competitors to encourage participation.
- Sponsorship of the Biodiversity University (Mid & East Antrim) in August 2022 – opportunities for families to learn about the natural world through fun activities.
- Sponsorship of the People’s Park in Ballymena, for ongoing park maintenance and to support volunteering opportunities (3-year project).

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Developed a Moy Park Biodiversity brand to be used in all posters and communications.
- Volunteer ‘Biodiversity Champions’ across the business.
- ‘No Mow May’ encouraged with all employees.
- Seasonal biodiversity communications shared with all staff – what they can do at home and work to enhance and protect biodiversity and pollinators.
- Biodiversity messages shared through the employee engagement ‘Connect’ app.
- Sponsorship of pilot Hedge for Habitats project with KNIB – Keep Northern Ireland Beautiful / Eco Schools – Creating Wildlife Corridors around schools.
- Application submitted for Platinum BITC Biodiversity Charter May 2022 – awaiting assessment.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Investigate opportunities for further collaboration with stakeholders, neighbours, schools.
- Further expansion of Hedges for Habitats with KNIB.
- To date, our Ballymena team have on our biodiversity project. We will continue to share their learnings with our other main processing sites to help them investigate opportunities for enhancements.
- Look at other planting for pollinator opportunities on our smaller sites across NI (mills, hatcheries and farms), in line with our biosecurity policy

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

182

**MOY, Roof
Waterproofing
System Specialists**

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have delivered a range of actions including:

- We have reduced mowing at our head office in Dublin.



- We have planted 25 orchards in March of this year and plan a further 25 in November of this year. These are across Ireland and part of our Raising the Landscape programme.
- We have provided seedlings for a wildflower meadow at Ireland's East Mayo Angling Centre (the biggest disability support centre in Ireland) as well as requesting reduced mowing (once a year).
- At our head office we are managing our hedgerows to allow for bee nesting and early spring flowers.
- We have also planted a range of AIPP recommended (pollinator friendly bulbs/shrubs in (including perennials) and plan to extend this further year on year
- We have looked to promote the awareness for creating green roofing to help the pollination community along with the promotion of habitat replacement which includes encouraging the placement of south facing earth banks (for solitary mining bees) across the roofs. We also provide bee hotels for clients on request as well as installing one at our HQ and selected orchard recipients.
- We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have created a programme of awareness across our supply chain which includes gift boxes of bee houses, honey, recipe for Irish honey, lavender, and information note. We include info on our pollination programme at selected trade events. Introduction of trade counter POS on our Raising the landscape activities. We have also linked with architects to select locations for orchard planting.
- We are raising awareness in your local community through the planting of wildflower meadows, orchard planting within schools, with the Tallaght Tidy Towns, in our local hospice and similar locations. This is through our involvement with Host in Ireland orchard.ie programme.
- We extended our orchard programme to all staff within the MOY community. The planting of an orchard at the headquarters as well as installation of two bee hotels and news letter outlining our activities.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We will be developing and extending all our activities as outlined above. In addition we at, MOY Roof Waterproofing System Specialists, aim to launch Raising the Landscape programme 2023.

- Campaign of awareness of MOY's commitment to green roofing, habitat replacement and supporting local ecology.
- Secondary awareness of MOY sustainable activities – river clean up, orchard programme, wildflower meadows, pollination activities

Activity	
Online	Digital ads for Green pollinating supporting roofs Social & direct (offline) competitions for bee house, colouring sheets and awareness poster as well as honey and honey soap Brand awareness campaign
Brand Ambassador	Engage with key biologist in Ireland to support and drive our campaign messaging
Competition for schools	Win orchards and visit from ambassador
Competition for architects	Win an orchard for you, your practise, your nominated local school/community
Competition for general public	Win an orchard, bee hotel and seeds for your home
Solus emails and roof publications	Generic MOY green roof information #raisingthelandscape #seedingforward
Video and social updates	Main video with ambassador and Brian Conroy 10 x 20 second snippets with ambassador "fascinating facts about...."
Website	Green roof micro site development to cover system, benefits, types, case studies and sustainability messaging
Company video – Raising the landscape	Generic – campaign video

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – absolutely!

183a

MSD Ballydine

Signed up April 2021 – NEW business supporter

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

i. Protection of all the good biodiversity currently on your site

A Biodiversity Action Plan was created from a site-wide ecological report.

One of the actions is to preserve what biodiversity we have within our 188-acre site. Completed measures include:

- The removal of invasive plants/scrubs such as snowberry, reduced lawn cutting and rewilding as described below.
- Introduced a new requirement for all capital projects which may require excavation, tree pruning or removal to be assessed for their impact and a remedial action plan put in place e.g. replanting of 2 native trees for every one removed, planting of bulbs and seeds, rewilding of reinstated areas.
- Reduced spraying of herbicides and hand pulling of dominating weeds.

ii. Reduced mowing/cutting.

Lawn mowing was ceased on large swathes of the grassy areas onsite and allowed to rewild naturally. This has resulted in the proliferation of wildflowers onsite. The winter grass cover was removed in late spring and the summer growth will be removed shortly after a few days to allow any seeds to fall onto the soil.

All weeds such as docks, thistles, ragwort will be pulled prior to grass cutting to avoid spreading of seeds. All grass cuttings will be collected and composted.

Other areas were not cut during "No Mow May" and cutting frequency was reduced.

iii. Increased pollinator-friendly planting

20,000 native Irish bulbs have been planted along the main entrance avenue (snowdrops, bluebells, crocuses) in preparation for spring 2023. It is hoped that these will naturally spread in years to come to provide a valuable source of early food for bees and a splash of colour! Bulbs were planted by MSD personnel in the hope that they will utilise their new-found skills and knowledge at home.

iv. Creation of MSD Ballydine nature trail

A new nature trail traversing the most tranquil and vegetated parts of the site was opened in Q3 2022. This trail follows a path made of bark mulch and passes by mature Irish woodland, a biodiverse riparian woodland (with rare Bee Orchids), a stream and the River Suir. It is also home to birds, insects, frogs, squirrels, foxes, hares, badgers and deer. The path takes 20 minutes to walk and is approx. 2200 steps. Informational signage is being erected along the trail to educate site personnel on biodiversity. People must not stray from the path or disturb any flora or fauna. During its creation, earth banks were created which are perfect locations for solitary bees to nest

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- A biodiversity section was added to the employee e-newsletter to inform people of our initiatives and provide information on how they can improve biodiversity at home.
- A biodiversity team was formed and meets weekly to discuss actions in progress, devise new actions and implement the biodiversity action plan.
- Signage was erected in rewilded areas to inform people of the purpose of the rewilding – We are feeding the bees!!

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue to manage the areas of site which were rewilded.
- Construct a nature pavilion on the MSD Ballydine Nature Trail. This structure can be used to host biodiversity events, work meetings and as an outdoor space for lunches.
- Commence removal of conifer/ non-native tree species from around site and replanting of native species.
- Install of bird and bat nesting boxes across site.
- Rewilding of ca. 3 acres of grassland around the Solar PV farm installation, including the incorporation of certified Irish wildflower seeds
- Improve biodiversity at the entrance to the Suir Blueway – pollinator friendly plants, rewilding, bee hotel.

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

5. Have you integrated the Pollinator Plan into your Sustainability/ Biodiversity Strategy/ ESG/CSR/ EMS (e.g. ISO14001:2015)? YES

183b

MSD Biotech
(Dublin)



Signed Up May 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- As the site moved out of the construction phase we established pollinator meadows on all aspects of the site, these areas have continued to mature over the year.
- In 2022 we established a Bio Sense Space which is flexible, adaptable, and secure, green structure which maximizes the opportunity for biodiversity planting while not compromising utility. We worked with a local landscaper

to ensure a varied selection of Pollinator friendly plants and Hedgerow are around the site to support all seasons.

- We also developed the roundabout entering the site with Pollinator planting and have adopted 'No Mow May' across site.
- We have Biodiversity walk around the site that brings walkers past our 'Growing together Garden and the Pollinator Meadows.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have a Sustainability and Biodiversity Team with goals that aim to resource development across a range of Sustainably initiatives.
- We encourage employee involvement and have a 'Growing together Garden' where we had a 'Plant-a-Plant' Day, planted pollinator friendly plants in our garden and providing Pollinator Plants for employees to take home for their own gardens or window boxes.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increase planting of pollinator friendly plants and hedgerow.
- Decrease Mowing frequency.
- Continue to involve employees in supporting out Biodiversity and Sustainability goals.

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

5. Have you integrated the Pollinator Plan into your Sustainability Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

183c

MSD Brinny,
Innishannon



Signed Up May 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

In 2022,

- We reduced our mowing schedule throughout the summer months.
- Planted wildflower seeding in areas on site that have grounds that were unmaintainable.
- Planted flower beds, trees, and shrubs in areas of site where cabins would have previously resided for many years. Types of shrubs, trees and flowers planted in these areas are Salvia, Rowan, Dahlia, Aster, Hazel.
- Planted over 150ft of hedging around the site perimeter.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

In 2022,

- In conjunction with our Catering partner on site we ran a campaign on Biodiversity and the importance of pollinator friendly planting pollinating at home and on site.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Plant a wildflower and AIPP pollinator friendly garden in the middle of our site once an existing Cabin is removed from the area and we are then going to surround this garden with native hedging
- We are looking into the purchasing of a bio-digester for site to convert our compost waste on site into fertilizer that can then be used on our site-based flowerbeds and gardens.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? Forms part of our Site Sustainability strategy.

183d

MSD, Carlow

Signed up April 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- The baseline survey of the site to determine how 'biodiverse' the grounds of the business are which was completed in 2021 highlighted the centre of the site as an area lacking in pollinator plants.
- The planting of Catmint at a designated area in centre of site has significantly increased the amount of pollinators in this area.
- This has created a wildlife corridor between our diverse perimeter and the centre of the site.
- We have identified areas for protection which include much of our native planting as well as an existing long flowering meadow and installed signage.
- One of these is our newly sown native Wildflower meadow which was planted in April with locally sourced seeds and bulbs and flowered in August.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- The AIPP newsletter is shared with employees each month.
- The MSD network also continue to engage employees through our 'See Green be Green' sync page.
- The MSD Ireland group has applied for a number of awards for the works the site has completed in relation to Biodiversity, and, was recently successful at the Green Pharma Awards.
- We have also installed a number of signs around the campus of wild areas designated for the pollinator plan.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Biodigester to be installed for Canteen Waste. Compost to be offered to employees.

Continue to follow Biodiversity Survey and Pollinator Plan and replace tired planting in centre of site with Pollinator friendly planting. Increase awareness

through further communication. Continue to engage with local groups on Biodiversity. Reduce the use of single use plastics further in canteen.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/ biodiversity journey? The adding of the planting in the centre of the site has had such an impact as you sit and have your lunch you can see the bees and butterflies working away beside you.

183e

MSD Dunboyne
Biologics



Signed up March 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have trialled a reduced cutting schedule on an area of lawn with the hopes of expanding this across the wider site. Cutting frequency reduced from once every 4 weeks to once every 6 weeks.
- We have begun construction of a 'Sustainability Garden' which will have a planting plan focused on pollinator friendly plants. This area will promote biodiversity among staff and allow for direct engagement and education on pollinators and actions that can be taken to help them. This is planned to be completed in September 2022.
- In conjunction with 'WildWorks' group, we commissioned a survey of our natural habitats, and a report was created summarising the findings of the survey as well as providing us with a long term 'Biodiversity Action Plan' (BAP). The BAP provides us with a list of tailored actions we can take to improve biodiversity and promote pollinators.
- Our site has several protected archaeological areas. We have developed and implemented a management plan for these areas whereby they will be left to grow wild all summer and half the area will be cut each September with the aim of reducing soil fertility over time and encouraging a more diverse flora.
- Agreed with landscape contractor to protect our existing hedgerows and to refrain from interfering with them without prior assessment by an ecologist.
- Staff have conducted several 'FIT' counts over the summer.
- A large south facing bank of earth has been identified as prime nesting site for solitary mining bees. This area will be manually scrapped of vegetation in September.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have a company-wide internal social media platform (Yammer). The AIPP updates and our own biodiversity actions are posted here regularly.

These posts always generate good engagement and conversation among staff.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Complete and further develop the sustainability garden to promote pollinators. Planting of bulbs in Autumn 2022 for flowering in spring 2023.
- Expand the reduced lawn cutting schedule.
- Continue to manage our archaeological areas in a pollinator friendly way.
- Explore opportunities to plant a seeded wildflower meadow.
- Increase staff engagement by conducting 'lunch and learn' sessions with an ecologist.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

184

Muff Honey



Signed up April 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We started springtime off well with, willow, crocus, muscari hyacinth, snow drops Dandelion all flowering and feeding the bees and pollinators.
- We left our lawns fully grow without cutting all year which we had clover, yellow rattle, Dandelion and wheat grass all grow in the lawn.
- We have had an abundance of bumblebees this year, many varieties of them came here because of our actions.
- With Muff honey I do bee rescues also and along with collecting honeybee swarms I have had the pleasure of saving 2 bumblebee colonies also and removed them here in Muff in polystyrene boxes where they have flourished.
- In late spring we did not have any frost so all our fruit trees flowered which gave so much nectar for bees, solitary bees, wasps, bumblebees and hoverflies... we have over 40 different varieties of fruit trees here.
- Our native hedge began to grow well, and we added honeysuckle, flowering currant and fuchsia to this... it spans over 70 metres and will create a wonderful habitat for pollinators over the coming years.
- Summer was great for pollinators also as bramble, clover, phacelia and wildflowers all gave masses of nectar.
- We continue to not spray any pesticides within our property boundary and we promote a chemical free growing system where all pollinators are welcome.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- This year we also built a large bug hotel in the middle of our wild garden. It has become an attraction for the school goers across the road at Muff school and customers who come to buy honey.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continuation of supporting our wild pollinators.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES/NO

185

Murphy Ireland



Signed up November 2021
Mapped site(s) on 'Actions for Pollinators', data-mapping system. YES

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We've undertaken the following actions:

- We changed our landscaping approach on sites and reduced the frequency of mowing to allow common / native wildflowers such as Dandelions, Clovers, Knapweed and Bird's-foot trefoil to naturally grow amongst the long grass.
- We've installed wildflower landscaping at our HQ. Grass cutting has been reduced throughout the year to enable the creation of meadow landscapes.
- The pesticides are used where necessary.
- Bare ground mounds on site have been allowed to remain and left as nesting area for mining bees.
- We built a Bug Hotel from unwanted pallets left on site and filled with old tree trimmings, bricks, bamboo, old pipes, timber cuttings etc. The hotel was then secured with chicken wire to try and prevent the intrusion of rodents. The roof top was planted with a number of bee friendly perennials plants such as Foxgloves and Daisies.
- Through reduced mowing we have managed to achieve over 8500m² of medium meadow across four sites in Leinster, and 2200m² long meadow across four sites in Munster.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We've started to encourage our suppliers to participate in the AIPP.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

During 2023 we will a) increase awareness on biodiversity among our staff; b) encourage our suppliers to participate in the AIPP; c) Sponsor an expert to do a school visit in one of the local schools.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

186

Nektr Technologies Ltd.

Signed up September 2021
Mapped site(s) on 'Actions for Pollinators', data-mapping system. YES

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We assigned a 40m² field to the pollinator diversity project and excluded it from general mowing activities.



2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Nektr Technologies has funded bee health research in the US incorporating our inhouse antimicrobial technology.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We will create a dry, south facing soil-sand mix base area for solitary mining bees.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

187

Newbridge Foods Ltd.

Signed up May 2017

Mapped on 'Actions for Pollinators' – data mapping portal. **YES**

Newbridge Foods Limited

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- No mowing across our site in May to let dandelions grow and bloom.
- Reduced pruning of trees on site as part of landscape controls.
- We have eliminated pesticides on the site except for spot-spraying when absolutely necessary.
- Spoke to contractor about the feasibility of installing a bee hotel on site in a separate location.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Information about biodiversity is displayed on a communication monitor in staff canteen, which is on a continuous loop to make all staff aware of our actions and plans for 2022-2023.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To install a bee hotel as stated in point 1 above as soon as possible and to continue the measures already in place.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES. On the map.

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO
Our site does not participate in this standard or schemes.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We are continuing to embed the actions in place for the last few years and hopefully introduce more where possible such as a bee hotel in 2023.

188

Northstone Materials Division

Signed up September 2018

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Man-made and natural habitats have been created and maintained across sites for species, such as ponds that support pollinating species of insect.
- Due to the nature of Northstone’s production process, habitats have been created by exposing bare ground suitable for solitary mining bees and other insects.
- NSM successfully applied for and have planted over 5 hectares of trees under the *Small Woodland Grants Scheme* of native pollinating tree species at 2 of our quarry locations. This benefits the company by screening the site from the wider environment but also provides a habitat and supports species.
- Waste tyres have been repurposed to create planters across many of our sites, with a focus on peat free compost and pollinating species of perennial plants used.
- Field based surveys have been carried out to monitor species and habitats throughout the sites, with a focus towards dragonflies, damselflies and butterflies.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- NSM works closely with the employees through biodiversity/ pollinator awareness talks.
- NSM has also created a BAP communicated to staff.
- NSM carried out a successful biodiversity engagement day at a quarry with a local school.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Install ‘Pollinator Friendly Zone’ signage at relevant locations.
- Create a biodiversity Identification Guide.
- NSM BAP contains several further pollinator biodiversity actions for 2023 onwards. Attached summary for reference.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – with NSM ISO 14001:2015 Objectives.

189

NTR PLC

Signed up April 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

During 2022, the NTR team has engaged in:

a. Protection of biodiversity currently on our windfarm sites

- NTR employees who took on the role of pollinator parents actively supported the initiative by visiting windfarms, identifying areas conducive to pollinator plant growth, and marking out these areas to be safeguarded.

Grassy verges and hedgerows were protected from cutting and nesting areas for solitary and mining bees were pinpointed.

Example 1

- At one of our Irish wind farms in Co. Wicklow, the two-kilometre access roadway has numerous nesting opportunities for pollinators, and many potential areas to add further nesting sites (earth banks, fallen tree stumps, etc.). The earth banks are not cut back, nor are any pesticides used to control growth.
- We identified and protected the existing pollinator-friendly areas and created some more by drilling holes into fallen tree stumps and large branches to provide shelter for pollinators, and we marked these crucial areas with appropriate signage sourced from Pollinators.ie.
- Along the access roadway there are large areas covered by gorse shrubs that provide food and habitat for pollinators. Also found were stretches of stone wall containing cavities for nesting which together with large trees offer great potential for pollinators to nest.
- As the access roadway is accessible and utilised by the public (hill walkers, etc.), signage was placed to raise awareness about biodiversity, highlight the importance of protecting our pollinator friends and demonstrating our intent to protect those pollinators by implementing minor changes in access roadway management.

Example 2

On a windfarm site in Co. Meath some the pollinator parents identified/protected various areas with signage to mark out the earth bank close to the front and back of the substation. Estimated Area: Bank 1 (front of substation) = 730 sqft Bank 2 (behind substation) = 530 sqft.

b. Reduced mowing/cutting and pesticide elimination/reduction

On our sites in Ireland and our overseas sites The NTR team engaged with Wind Energy Ireland (WEI) health & safety subcommittee and the asset management sub-committee to share NTR's approach of 'Hardstand Re-wilding' across the NTR wind farm portfolio in Italy, Sweden and France amongst other countries. NTR's ambition is that this can become an industry standard in Ireland. NTR is adopting a maintenance practice of visual inspection and manual weeding across the portfolio instead of spraying with harmful chemicals. This will enable approx. 50 acres of turbine hardstands to naturally re-colonise with local plant and seed species over time. NTR also commits that, while hardstand rewilding is an important step to boost pollination, the integrity of the assets will not be jeopardised, and the safety of technicians cannot be compromised.

*Taken from our ESG report - NTR_PLC_ESGAnnualReport22_final.pdf (ntrplc.com)

https://www.ntrplc.com/images/uploads/files/NTR_PLC_ESGAnnualReport22_final.pdf

c. Contribution to Biodiversity activities

In June 2022 the NTR Foundation contributed to to "Hares Corner" which is a further initiative to maximise biodiversity. Please see link below. Brightwind and NTR foundation - 2021/22 commitment - €57,000 for Biodiversity – YouTube <https://www.youtube.com/watch?v=JLilKOmC21g>

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

NTR actively promotes the biodiversity topic internally by:

- Sending the AIPP Business Supporters Newsletter each month to all staff in NTR helps that all staff are up to date on local pollinator initiatives.
- Sharing the actions and photos of Pollinator Parent sites visits with all staff.
- The 2022 Annual ESG Report includes case studies focused on biodiversity. NTR promotes the topic externally by posting our actions on our NTR LinkedIn page. See example from March 2022 along with interaction statistics.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- NTR will continue to implement these actions on other sites and do more outdoor activities in the local areas around our wind farms. We hope to raise awareness in our wind/solar/battery farm communities on how to prevent biodiversity loss, halt the decline of pollinators, and encourage these communities to work with us to protect biodiversity.
- NTR will further increase communication actions; NTR will be using our LinkedIn page to broadcast the importance of pollinator-biodiversity in the coming year by showing what actions we are taking to help our pollinators.
- NTR believes that looking after our pollinators should be a standard practice within the Renewable Energy sector and will continue to lead on best practice.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS? **YES** see; NTR_PLC_ESGAnnualReport22_final.pdf (ntrplc.com)

https://www.ntrplc.com/images/uploads/files/NTR_PLC_ESGAnnualReport22_final.pdf

<p>190</p>	<p>Nurse a Tree Ltd.</p> 	<p>Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022 Nurse a Tree continues to support the All-Ireland Pollinator Plan and will continue to do so in 2023.</p>
<p>191</p>	<p>OBW Technologies Ltd.</p> 	<p>Signed up March 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p>
<p>192</p>	<p>OCG Spares</p> 	<p>Signed up November 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022 OCG Spares continues to support the All-Ireland Pollinator Plan and will do so throughout 2023.</p>
<p>193</p>	<p>O'Donnell Furniture Makers</p>	<p>Signed up June 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have continued to reduce 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.
- This change has offered more food and shelter for bees, of which we have a colony of wild bees.
- We have also banned bee-harming neonicotinoid pesticides wherever possible.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have continued our conversations with local farmers and suppliers as to how they might engage with the AIPP.
- We continue to work with local schools and colleges to offer support in producing their own AIPP plan by creating greater awareness and action.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We will commence to market the AIPP plan as part of our marketing strategy for 2022/2023, this will include management tools to grow plants to help bees and other pollinators to better understand the trends and impact on pollination.
- The Biodiversity Committee has been set up and continues to meet regularly.

4. Have you logged your HQ/site(s) on Actions for Pollinators? 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/ 2023 pollinator biodiversity work.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. This is ongoing work as we are in the process of getting accreditation for ISO 14001:2015.

194

O'Dwyer's of Kilmacud

Signed up February 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**



195

Olly's Farm

Signed Up January 2019
Mapped on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have fenced off another area of our grazing land for wildlife and just left it to nature, I can already see some ash and willow saplings starting to grow up through the grass.
- Also left the two lower fields fallow from March through to October this year and will repeat this with another field in 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We are always telling customers at markets and on social media the best way to save our pollinators is to increase their available forage and habitat.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To fence off more of the boundary of our fields and let it rewild.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

196

Orsted
(formerly Brookfield
Renewables)



Signed up December 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

2022 actions are an extension of our 2021 update [AIPP-Business-Supporters-Annual-Review-2021.pdf \(pollinators.ie\)](#) (Page 142):

- We have standardised our hedgerow management, verge management, and weed management process across all windfarms.
- 3 additional windfarms have been added to the Orsted Irl/UK portfolio in 2022. These are all being managed in accordance with our commitments to the All-Ireland Pollinator Plan.
- Additional herbicide-free areas have been identified and corresponding signage erected across all windfarms.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We are providing funding to a transition year project in a school in Donegal. They will manufacture a number of bee nest boxes, these will be erected across our windfarms as well as at the students homes and on the school grounds. This project is being run in conjunction with Wind Energy Ireland.
- Globally, Orsted have made a commitment that all new projects from 2030 must have a net-positive biodiversity impact. Research, consultation, and biodiversity projects are already underway across the globe as we work towards this goal.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

197	OURganic Gardens	Signed up December 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have identified existing and new areas of biodiversity to allow pollinators to have a good source of food and shelter. • We have left areas to go wild around our gardens. • We have reduced mowing a lot this year to include 'No Mo May' and thereafter only mowed areas that need to be accessible for participants coming to the garden • We have great increased our pollinator friendly plants this year by growing long flowering pollinator friendly annuals that have either self-seeded or we have started from seed. • We have created more natural habitats for birds in hedging etc. to include some fallen trees that we have left to decompose. • We have planted more pollinator friendly bulbs this autumn. • We have continued with our organic ethos and use of alternative control of pests and diseases. • We have continued to enhance our soil biodiversity through carefully managed composting systems. • We have started to use green manure on our bare soil for continuous crop cover. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have raised awareness through our workshops on growing vegetables • We have promoted pollinator plants and no chemicals through our online communications. • We have started work on our signage at the garden to be erected next year. • We have supplied community with pollinator friendly plants. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • In 2023 we hope to continue a lot of our work but to a larger audience – as we are an educational garden, we would hope to plan a number of pollinator friendly workshops next year and get volunteers more involved in our planting and seed saving projects. • We plant to get pollinator plan signage up around the garden and at the entrance of the property. • We will continue to promote the pollinator plant to any outreach projects that we will work on. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? NO</p>
198	Palladio Ireland Packaging Solutions Ltd.	Signed up May 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
		UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have identified a large strip of grass and have allowed it become a “No-Mow” area. The area is approx. 100 Sq Metres and is visible for employees, visitors and also from the roadside.
- This area has been clearly identified as part of the pollinator- biodiversity plan using your posters etc.
- We plan to convert this area to have wildflowers in 2023.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have communicated our actions and plans to all colleagues internally in monthly staff meetings which has encouraged some level of participation and awareness.
- We have used posters and literature in common areas such as reception and canteen to highlight the programme.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We are planning to convert some if not all of the current “No-Mow” zone into wildflower area.
- We do need to increase our level of communication of these activities with our customers and suppliers. This is definitely a goal for 2023.
- We are also considering converting further parts of the site to controlled grass areas etc.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. But we will escalate this as an immediate action.

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? NO. But as above.

199

Peter Cuthbert
Horticultural
Services



Signed up October 2018

Mapped on ‘Actions for Pollinators’ – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Selection of Salix species continues, during winter 2021/ 2022 a wide range of Salix viminalis were propagated from hard wood cuttings from stock plants, plants were selected for pollen and nectar.
- Young plants established in p9 pots will be planted this autumn to form the nucleus of new Willow plantations, with a quantity going to Westmeath County Council at Belvedere to enhance the Pollinator Trail which commenced in 2022.
- This autumn there has been a great harvest of acorns and over a 1000 have been collected to date for sowing some direct into soil. Oak supports a very wide range of species and is an essential component of native woodland.
- My herbaceous planting schemes were modified this year by sowing wild vetch, which was very successful providing a long-term food resource for months for Bumblebees.

- Soon a new pollinator spring bulb area will be planted with Eranthis, Crocus, Muscari, Allium which should flower from February to June, for summer flowering a mass planting of purple Liatris spicata will be added and single flowering Dahlia.
- I will be adding Tulips and Daffodils for added colour. it's a pity that these spring flowering bulbs provide such poor resources for pollinating insects, hopefully Plant Breeders might sometime address this issue?

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

My Facebook page Pollinator plants by Month continues to grow in popularity providing information and photos on flowers and vegetation for pollinators.

- 4. Have you logged your HQ/site(s) on Actions for Pollinators?** TBC
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

200 Pfizer Grange Castle



Signed up June 2020
 Mapped on 'Actions for Pollinators' – data mapping portal. TBC

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing and areas being returned as meadow habitats.
- Planting of Spring Pollinator bulbs.
- Installed two Bug Motels on site.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Virtual/Live Site talk on Biodiversity given by Dr Yvonne Ryan, UL.
- Site Bio-diversity Expos.
- Presentations and Ides session with ELT on site.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Additional planting – native Irish wildflowers, trees, spring bulbs etc.
- Introduction of Bird/Bat boxes to site boundary.
- Composting on Site.
- Reduced use of pesticides.

- 4. Have you logged your HQ/site(s) on Actions for Pollinators?** NO
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

201 Pilgrim's Food Masters Shillelagh



Signed up August 2021
 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- PilgrimsFoodmaster's Shillelagh organised a No-Mow May on site.
- Subsequently we reduced grass mowing frequency by approximately 20%.

- Also recruited a group of volunteers on site to participate in the actions.
- This AIPP group has completed a number of site tours in preparation for goal planning in the coming months.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- PFM shared a communication of the No-Mow May action on our ‘Wellbeing’ Wall on-site, and, launched a call for volunteers to help embed the programme.
- We are a growing group of 8 team members.
- The activity of the group has also featured on our company portal – reaching all employees across the Ireland and the UK – where we displayed a picture of the group out in the meadow completing a FIT count.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- PilgimsFoodmaster’s Shillelagh plan to expand on the communications of the programme – having purchased signage to display on-site. This will be visible to all visitors to site, including customers, suppliers and the local community.
- Plan is to continue with the 2022 actions & take time during winter months to plan for 2023.
- Mark World Bee Day.
- Pollinator Friendly Planting in borders around the factory entrance.
- Engage with local Tidy Towns and Schools.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES

202	Poppies Café	Signed up April 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? We replanted the flowerpots with pollinator friendly plants.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? Advertised the pollination plans.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p>
203	Port of Waterford	Signed up April 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>



In June, we planted an area of approx. sq. metres along a restored old stone wall on lands owned by the Port of Waterford in a quiet country residential setting.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

1.Raising awareness in your local community

- As part of Port of Waterford’s biodiversity & sustainability programme we engaged with local schools (Abbey Community College, Ferrybank Girls School and Faithlegg National School) to promote the importance of biodiversity & pollination.
- We offered the school a pack of native Irish wildflower seeds to cover an area of approx. 10-15 square metres, for perhaps a class project or as an addition to the school garden. In addition, every pupil in one class in each school received a small pack of native Irish wildflower seeds to plant in their own gardens. In doing so, we were hoping to create awareness of Ireland’s wonderful pollinating insects including our busy Bees, Butterflies, Moths and Hoverflies, and to reverse the declining population of bees & other pollinators

2.Raising awareness with your employees/colleagues.

We also distributed packs of the native Irish wildflowers to each of our employees also to plant in their own gardens.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue our engagement with local schools, in particular Transition Year students to promote biodiversity activities
- Engage with our employees to support our pollinator-biodiversity activities in early May/ June 2023 – though a series of employee communications and suggestion programmes.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

204

Portsalon Luxury Camping



Signed up December 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have continued to manage our hedgerows carefully – cutting outside of nesting season and mostly by hand.
- We planted 20 native oaks during autumn 2021 so have been nurturing these.
- We planted a small orchard during 2021 so also have been nurturing these.
- We have mown paths to each of our yurts and have sown local wildflower seed into the edges of these with some success.
- We added some buddleia plants from local cuttings to the banking around one of the yurts – it has flowered well attracting both bees and butterflies.
- We have established a number of woodpiles around our communal buildings.
- We have created some dry hedges.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have added some info to our website about our environmental actions.
- We have regularly posted pollinator-biodiversity info to our social media.
- We have added some info posters about birds to our communal living area.
- We added some info regarding pollinator actions to our in yurt info booklets.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We intend to plant an additional 20 native trees during bareroot season 2022-2023
- We are introducing some new pollinator friendly perennial shrubs around the borders of our vegetable garden.
- We will plant a range of annual pollinator friendly flowers around our vegetable garden.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Our pollinator/biodiversity strategy is central to our site and to our philosophy in everything we do. We are only a micro business with just the two of us running our site but we are always doing our best to learn more and to take any action that we can to support pollinators, biodiversity. It is as important to us as our human guests.

205

Powerscourt Estate

Signed up November 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- At Powerscourt we sowed a perennial wildflower meadow at our carpark area which is 300meters long by 4meters wide.
- We have undertaken rewilding of grass areas on the estate which include no mowing and reduced mowing of two areas which are the main beech avenue and the riverwalk to increase biodiversity.
- We now have a bee sanctuary in the walled garden area which consist of fruit trees and over 1600 French lavender plants.
- We managed our wilding and wildflower areas throughout the summer for invasive plants that would in the future dominate these areas this was achieved through hand weeding.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

At Powerscourt we have done sustainability and biodiversity talks to the public and are involved with the Enniskerry Tidy Towns.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We are going to continue managing our wilding and wildflower meadows and install a new one on the estate in 2023.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

206

**Pritchitts – A
Lakeland Dairies
Company**



Signed up December 2016

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have reduced mowing across all of our sites. We have delivered a range of actions including:

- We have left uncultivated an area of woodland adjacent to our site and a wildlife reserve.
- We have also designated 5 south facing earth banks (for solitary mining bees) across the site.
- We have reduced pesticides except for spot-spraying when absolutely necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- The Pollinator Plan is communicated to visitors and new employees. We plan to extend our communications as part of our wider stakeholder comms once we have implemented further habitat improvement actions.
- We are starting to have the conversation with our farmer suppliers as to how they might engage with the AIPP.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To engage our employees in our improvement plan, particularly how we use our uncultivated woodland and grass areas of the site.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

207

**Radharc
Landscaping**



Signed up June 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Maintain, unpruned 174 linear metres of Mixed Native Hedge along boundary to the site.
- Existing Earth bank to remain in place as before (4 metres).
- Additional pollinator-friendly plant put in ornamental beds 3sqm (Sedum, Rudbeckia).

- Dry stone wall to boundary protected for 174 linear metres.
- Focus on hand weeding/ spot weeding rather than blanket herbicide (1057 sqm).

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Members of Staff attended a workshop at the NBDC headquarters in Waterford on 'Ireland's Native Tree and Shrub Species' purchased identification swatches on Trees, Bees, Butterflies for use inhouse in the design office.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Create a margin of uncut natural meadow along a boundary to the rear lawn (120 sqm).
- Place a 'Managed for Biodiversity' sign on this meadow for visitors' information.
- Attend other workshops on native species of Flora and Fauna.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

208

Rathbornes 1488

(formerly John G. Rathborne Ltd.)



Signed up September 2020

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

UPDATE 2022

Rathbornes 1488 continues to support the All-Ireland Pollinator Plan and will do so throughout 2023.

209

Recordati Ireland Limited



Signed up December 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Planted pollinator friendly perennial beds surrounding the main site carpark (including nepeta, lavender, etc.).
- Reduced mowing of grass areas.
- limited pesticide usage on site.
- Cultivated a native wildflower meadow on landscaped soil adjacent to our wastewater treatment plant.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Recording of plant and invertebrate species on the National Biodiversity Centre website.
- Updated our survey of site plant biodiversity.

- Conducted a site Sustainability Group 'Nature Walk', increasing group awareness of native biodiversity.
- Site-wide seasonal Sustainability Group communications on individual pollinator-biodiversity actions (e.g. 'No Mow May' 'Hedge Cutting Season' and 'Leave the Leaves').

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continued reduction of grass mowing and eliminating pesticide usage on site.
- Increased recording of plant and invertebrate species on the National Biodiversity Centre website and offering training on how to do so for those interested.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

210

Regeneron Ireland
DAC



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Approximately 75 native trees and 500+ native shrubs were planted in the Woodland area.
- The Gaisce 'Bulbs for Bees' challenge was completed.
- All seasonal bedding plants have been removed from site with continued planting of pollinator friendly species and perennial planting.
- Herbicide usage on site was reduced further in 2022, with manual weeding in place for all shrub beds.
- Engaged with an SME on wildflower habitats and identified an area with excess meadow grass which led to the Yellow Rattle being introduced into the area (to encourage natural regeneration of meadow).
- Completed development of a Meadow to the west corner of the site..
- In the Woodland area, which was opened for recreational usage in April 2022, the mature trees were surveyed again and will continue to be every 12months.
- The woodland area still maintains an active native beehive and Regeneron continues to monitor this closely.
- Regeneron sponsored the landscaping of a local authority owned roundabout close to the site entrance and planted a range of perennial and other pollinator friendly plants.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- As part of Earth Day, April 2022, the site opened its Woodland Walkway as a recreational area for employees on site to use. Educational information signage is dotted throughout the walkway.
- Other Earth Week events included the launch of our internal BeaCON programme (Biodiversity & Conservation), along with an ecology workshop

in the Woodland area with an external ecologist on flower-insect timed counts.

- A summer edition BeaCON newsletter showcasing the efforts on our site was communicated to interested employees.
- As part of National Heritage Week, the Woodland Walkway was further showcased to the wider external community in Limerick.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- More suitable locations for the ‘bulbs for bees’ planting will be considered with an area to the front of the wildflower meadow identified.
- In the Woodland Area a small number of Ash trees have been identified for removal with a larger number of native trees to be planted in their place.
- An additional Ecology Workshop is planned for 2023 Earth Week along with more BeaCON newsletters for interested employees.
- More informational signage for the Wildflower meadow is planned.
- There are plans to develop a ‘grow for use’ scheme/collaboration with the catering vendor and landscape gardener in relation to the Green House, where only peat-free compost is utilised.
- A reduced mowing designed area is being scoped for the front of site grass area.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

211	Rejuice Ltd. 	Signed up May 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC
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212	Rohan Estate Management Ltd. 	Signed up July 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? <ul style="list-style-type: none"> • We have introduced Bug Hotels in a number of our parks, along with Natural Pollinators throughout. • We also participated in ‘No mow – May’ with our landscaping contractors. 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? <ul style="list-style-type: none"> • No Internal common areas under management. • We have engaged with a number of occupiers throughout our parks, noting the importance of having natural pollinators, and bug hotels throughout their demesne. 3. What are your proposed pollinator-biodiversity action(s) for 2023?
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We have arranged for a bio-diversity survey to be completed on a number of parks, and we are now looking at additional planting to continue to support the all-Ireland pollinator plan.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

213

**Ronan Mac
Diarmada &
Associates Ltd.**



Signed up October 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We are a landscape architects firm. We did not have an opportunity in our current premises to have a physical/outdoor action. We are moving premises this year & will utilise the garden in our new site & carry out an action ahead of next year.

Work by RMDA

Kilcarbery Grange in Dublin 22. This is a development on a greenfield site adjacent to Corkagh Park and Grange Castle Golf Course in Clondalkin, Dublin 22. 30% of the residential units will be transferred to SDCC for social housing. In total the development will contain 1034 residential units spread across nine apartments, multiple duplex blocks and houses. Each phase sits within an urban character typology drawing from the adjoining landscape.

- Key landscape characteristics include native tree planting, defensive planting, varied path lines to create interest and street scape features.
- The integration of the proposed development with the landscape is in line with the concept of “Biophilic Design” where the proposed built environment endeavours to protect and integrate with existing natural features. A biophilic design approach to SUDs and drainage design was necessary to work with the natural ecological environment including Corkagh Park. We are using tree pits, SUDS, promoting all green infrastructure, native planting etc. It will be a pollinator friendly development, built over five years.

Newtownmountkennedy Park, Co, Wicklow. Our park design outlined the importance of native species planting and natural unmown paths so as not to interfere with the riparian zone. Biodiversity and conservation were an essential component and set the tone for the landscape plan. It was imperative that the park provided the community with a pleasant & useful amenity. Large trees create shelter to the base of park. We utilized a wildflower seed mix to reduce the need for maintenance in the woodland areas. We also retained native vegetation where viable. All access points were considered, from steps to ramps at the various access points.

This project utilised RMDA skills in linking with the surroundings and protecting the natural environment. The open space amenity provides views, walkways, and seating areas. We used the existing levels to create interest with a stepped feature to provide a viewing platform to enhance the park & to create a feature. We retained the path system and modified the levels to improve and maintain the permeability of the park & provided a passive surveillance of the park.

Where feasible, all existing mature trees were retained, and all landscaping incorporated native species. RMDA worked closely with our client and Parks Department in Wicklow County Council.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We are a landscape architects firm. We encourage all of our design teams to practice pollinator diverse methods in their landscape masterplans. This is fundamental to all of our conversations.
- We highlight cost savings where it is possible to preserve hedgerows and the benefit of wildflower meadows. We are asked to design a lot of green roofs and utilise available open space in partnership with green roofs to maximise the ecological habitat. We use native planting in our planting plans.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue to explain the cost effectiveness of pollinator friendly activities to all of our clients.
- We preserve hedgerows and include for new hedgerows where possible.
- We encourage the use of native wildflower meadows, include pollinator trees and native species in our planting plans.
- We utilise SUDs and tree pits, encourage open spaces and the positive attributes of green infrastructure.
- We will work with our employees to utilise our new garden space in our new premises.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

214

RTÉ

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Action B3: Reduced mowing: Area left for natural mown meadow.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Action 18: Updates from All Ireland pollinator communicated to staff through intranet.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Increase actions B3 and 18. Add regional sites.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

215	Rubalcava Heritage Services	Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC
	 RUBALCAVA HERITAGE SERVICES	<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> Continued reduced mowing grass on site at HQ. Planted some more pollinator friendly plants and bulbs (e.g. crocus & herbs) on site at HQ. Sowed Yellow Rattle (Oct 2021) in my partner's meadow field. Continued no-pesticide use - cardboard/plastic sheeting to reduce/eliminate weeds onsite at HQ. Planted new hedgerow and donated/planted some native hedging to a local farmer. Assisted Wicklow community groups with developing/growing tree nurseries including pollinator friendly trees including awareness raising of AIPP. 'Unplanted' some Cherry Laurel in a poor quality native hedge and recommended appropriate plants. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> Assisted local Tidy Towns group with raising awareness of BioD & Pollinator friendly actions. Recording of wildflower species in 2 managed areas for pollinators. Regularly post photos of Biodiversity/wildflowers and bees etc while promoting their importance on my own social media. Developed pollinator friendly mowing regimes for a County Council amenity site. Delivered pollinator friendly summer flowers planting workshops. Delivered pollinator friendly action plan for another AIPP Business supporter. Guided community groups with their pollinator friendly planting plans. Assisted Community group to apply for tree grant. Included pollinator friendly trees. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> More planting especially bulbs Autumn 2022. Sign my partner (landowner/business owner) to the AIPP Business supporter. Sow yellow rattle in community site later in 2022. More community and business training/support/development of action plans. Assist community group with the improvement of native mixed hedge and planting of pollinator friendly trees. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p>
216	SAP Landscapes	Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- SAP Landscapes continued to support the AIPP in 2022, both on our own property and in collaboration with many of our clients who are actively working to increase biodiversity on their properties. Many client projects have benefited from our assistance, including the implementation of pollinator-friendly planting schemes and bulb mixes, the placement of bee hotels, the planting of native tree species, and the implementation of pollinator-friendly maintenance programs.
- In our long grass meadow, which runs along our front boundary, we noticed more wildflowers than the previous year. We have also created four new areas of long grass meadow in our grounds.
- We created two large pollinator-friendly planters and installed two small bee hotels.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We provided a presentation to our employees regarding the importance and life cycle of solitary bees, and the actions they can take to help pollinators throughout the year. Biodiversity information has also been communicated on notice boards and through our internal business communications.
- We celebrated Bee Day with the local primary school and their youngest students, to whom we explained the importance of solitary bees and contributed to their garden with pollinator friendly flowers.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

In 2023, we plan to (a) continue to support our clients’ biodiversity initiatives and to assist them in implementing pollinator-friendly actions. (b) Our pollinator initiative and employee communication will continue into next year. (c) The development of long flowering wildflower meadows.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

217

Schneider Electric

Signed up March 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have participated in the Host in Ireland DC for Bees Orchards in the Community project and we have pledged a further 200 orchards to be planted in Ireland.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have had two employees of Schneider Electric to become DC for Bees Ambassadors

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2023? We will be planting the orchards and increased communications to local schools, communities and media.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
<p>218</p> <p>ScholarLee</p> 	<p>Signed up November 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? Improve and maintain beehouses, bird houses, compost bed for leaves and grass and cardboard.</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? Use of compost bins in each unit. Students to partake in clean up days in local area.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Reduce mowing in Bishop St area to allow wildflower growth. • Avoid any chemical use in all outdoor areas. • Plan clean-up day in local area, weeding picking included. • New compost bed to be built in new location of student accommodation. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
<p>219</p> <p>Schram Plants Ltd.</p> 	<p>Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have reduced mowing of green areas until clover has finished flowering. • We have reduced the cutting of hedgerows to once per annum (if necessary) to allow for bee nesting. • We have left banks of bare ground for solitary bees. • We only use pesticides for spot-spraying when absolutely necessary, avoiding use where possible. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have introduced a pollinator friendly plant range to our customers, to encourage people to consider pollinators when gardening. • We have been in contact with a local school with plans of adding pollinator friendly plants to bare areas on the grounds, emphasising the importance of pollinators.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We intend to redesign our entrance flowerbed to incorporate pollinator friendly plants.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We are really excited to expand our biodiversity in 2023.

220

Seeds Ireland



Signed up October 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We renovated a large bed which contained some Buxus hedges, which were surrounded by pebbles. It was a pretty sterile area that had little benefit to pollinators. We replaced this with a wildflower bed that included flowers that were native to Ireland and also not native to Ireland, but no invasive species were included.
- We grew a lot of Phacelia in other existing flower beds.
- Any weeds that were removed throughout the year were removed by hand, with no chemicals used.
- We installed a bug hotel near the new wildflower bed, and also a water basin.
- We grew pollinator friendly flowers in pots and put these in any spare space available.
- We grew our own vegetables and let some of these go to flower for seed collection.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We added many new flower seed varieties to our catalogue that are native species to Ireland. Including: Borage, Bluebell, Comfrey, Red Clover, Cowslip, Dandelion, Flax, Foxglove, Heather, Herb-Robert, Yellow Iris, Love-in-a-mist, Mullein, Opium Poppy, Snowdrop, Wild Strawberry.
- We donated pollinator friendly flower bulbs to the Tidy Towns committee in our local town of Patrickswell in Limerick.
- We updated lots of flower listings on our website and let it be known that they were pollinator friendly species if they were - more work to do here.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continue adding more flower seed varieties that are native to Ireland to our collection.
- Create a wildflower seed mix to sell that has only flower seed native to Ireland in it.
- Add more information on our product listings to seed varieties that are beneficial to pollinators.

- Communicate the AIPP message to our customers through our email list, as we have not done this yet. Encourage our customers to participate.
- Change another bed of buxus hedge/stone identical to the one we changed this year to a flower bed.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

221

Seekings Flower Farm

Signed up April 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We planted mixed, staggered hedging including guelder rose, forsythia, willow.
- We planted a selection of perennials attractive to pollinators. (Verbena Bonariensis, 3 varieties of Monarda, Nepeta, Salvias, Russian Sage, Buddleias, Helianthus, Echinaceas and Rudbeckia).
- Lawn not mowed for May and June and only limited mowing thereafter.
- We continue to plant pollinator friendly annuals (Borage, Calendula, Sunflowers, Cosmos, Zinnias for example). We grow these in tunnels as well as outside to extend the season for the insects.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We talk about our pollination plan when we give talks to flower and garden clubs and we include lots of images of pollinator friendly flowers in our presentation.
- When possible, we give out saved seed to encourage the audience to grow some of these flowers in their own garden. (e.g. Borage, Calendula, Cornflowers).
- We continue to share informative posts on social media with appropriate images of pollinating insects enjoying our flowers.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We are a sustainable flower farm so all our actions are governed by sustainable practice. We do not use chemicals and we leave large patches of the plot wild at different stages in the growing season. We have planted fruit bushes and fruit trees and will increase the number in 2023. We have extensive amounts of ivy that we allow to grow to provide winter fodder for the bees and insects.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We have created pockets of wildness throughout the garden and we are seeing the benefits of this, lots of activity in the two wild ponds (water snails, damsel

flies, dragonflies etc.) as well as hedgehogs, pheasants, ducks and a stork visiting.

222 **Servier (Ireland) Industries Ltd.** Signed up October 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**



223 **Shaffrey Landscaping Ltd.** Signed up April 2021
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**



UPDATE 2022

Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have planted apple and plum trees around our office area.
- We did not mow the grass around our office from May-August
- We have installed a number of bug hotels, planted orchards, installed vegetable boxes on a number of client sites.
- We have planted over 17,000 sq metres of natural and wildflowers across a range of client sites.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We continued to promote organic fertilizers with our clients.
- We have emailed all local County Councils promoting our Chemical Free Weed Control System.
- We continue to raise awareness with our employees through TBT.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We will continue to manage the established wildflower meadows so weeds do not take over and the wildflowers can self-propagate.
- Establish bug hotels and bee nesting areas in our yard.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

224	Shannon Estuary Way Retreat	Signed up May 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
		<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Created banks. • Bee hotel. • Observing bees in the garden. • Planting wildflower garden. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Attended online courses. • Planted indoor seedlings for flowers that attract bees <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Learn more and apply actions according to bee pollination regulations. • Raising awareness in Schools in work and in the community. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
225	Shannon Heritage, Bunratty Castle and Folk Park	Signed up February 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES
	 	<p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • 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>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>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 2023?</p> <ul style="list-style-type: none"> • 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.

		<ul style="list-style-type: none"> Increased coverage and airtime on our initiatives across our social media channels and websites. Scheduled talks around actions taken to school tours and to coincide with events such as National Heritage Week and World Bee Day. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
226	Sharp Group 	Signed up May 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC
227	Shoes for Crews 	Signed up March 2022 – NEW business supporter Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? <ul style="list-style-type: none"> We ran a No Mow May campaign for our employees. Our company sponsored the establishment of a pollinator friendly meadow on an employee’s land in West Clare (app. 1000m2). 2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022? <ul style="list-style-type: none"> We made employees aware of the All-Ireland Pollinator Plan, and we shared best practice information on a regular basis. Employees also got updates on the progress of the wildflower meadow. We have also communicated this to our suppliers/customers. 3. What are your proposed pollinator-biodiversity action(s) for 2023? We are planning pollinator friendly raised beds and the establishment of a small orchard on the office premises. 4. Have you logged your HQ/site(s) on Actions for Pollinators? YES 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO We are in the process of drawing up a Sustainability Strategy, and the Pollinator Plan is part of it.
228	Showgrounds Shopping Centre Clonmel 	Signed up February 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC UPDATE 2022 1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022? <ul style="list-style-type: none"> We have carried out a redesign of our landscape at the front of our building to be more bee friendly and most of the plants are pollinators. This was carried out by a professional landscaper called Slievenamon Nurseries who has successfully created a number of pollinator sites for the

local borough council. The project was so successful that we even have a beehive created on site here in the summer in the middle of the landscape.

- Hedge cutting: The same landscaper we employed as our landscape maintenance and they decreased our hedge cutting to a certain time of year.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have the Pollinator Cert on our notice board and we have also added the Beekeeper Association in our social groups in the Centre and they did an info day in the summer of 2022 to educate people around pollination.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We hope to expand the pollinators around the side of the building and also plant some flowers in the various plant boxes around the Centre in the summer.
- We plan to work with the Beekeepers Association again in 2023 so they can educate the public around pollinator friendly plants.
- We will use one of our vacant units in the Centre to the Pollinator Plan.

4. Have you logged your HQ/site(s) on Actions for Pollinators? NO. But will do today. Problems with password.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

**229 Siemens Healthcare
Diagnostics
Manufacturing Ltd.**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing in certain areas to allow for the regeneration of wildflowers.
- Created dedicated wildflower meadows.
- Increased pollinator-friendly planting using native plants.
- Introduced a Bee Hotel for solitary bees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We extended access to our site for the local Creche and after school so they can use the opportunity to educate children about the importance of pollination.
- Regular updates to all workers onsite regarding our activities to support the AIPP.
- We ran a pollinator photo competition to raise awareness about the topic.
- We ran several site events to recognise World Earth Day.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We have joined forces with a local national school Siemens Healthineers are providing planter boxes for each year in the school.

- Continue to support the local creche and afterschool.
- We have teamed up with Prosper Fingal and offer the use of our grounds and planters.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

230

Sims Lifecycle Services

Signed up May 2022 – NEW business supporter

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



231

SIRO

Signed up August 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

No outdoor actions have been taken in our first year.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We have:

- Included AIPP as a 'Biodiversity Pillar' in our Sustainability Strategy with a baseline and SMART targets. We have used this to formalise our commitment to AIPP and adequately resource and plan for our 2023 planned actions.
- Started to set up a Biodiversity Committee which our business will support to undertake internal initiatives and community sponsorship opportunities.
- Engaged with the building management company of our leased office space to integrate pollinator-friendly activities on site including a pollinator friendly flower bed and pollinator friendly containers.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Sponsor an expert from Heritage in Schools to talk to primary school classes in our existing network about the Junior Pollinator Plan.
- engage with a local Men's Shed to construct bee hotels for donation to a local Tidy Towns group.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

Additional to our planned actions for 2023, SIRO is excited to progress multiple other projects which will be led by our Biodiversity Champion:

- Celebrate World Bee Day on 20 May by inviting colleagues to 'Pledge Your Garden'.
- Continue to investigate options to implement pollinator projects in collaboration with the business park where our leased office space is located.
- Engage with our supply chain and encourage suppliers to commit to AIPP
- Develop a feasibility study on nature-based solutions such as living roofs that can incorporate pollinator friendly species to help raise awareness.

232

Slieve Elve

Signed up September 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- 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 once 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 once 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.
- A polytunnel has been put in place and is accessible for pollinators containing several plants like tomatoes, cucumber, radish, courgettes, lettuce and several herbs like parsley, thyme, oregano, mint, lemon balm, rosemary, celery.
- 20 lavender containers have been put outside.
- 4 more native heritage apple trees are planted and another 8 will be put in place over the winter.
- Digging works have started for our Organic Pond with natural wetland filter. Soil removed from the pond is partially banked and will be used as bare soil bank for nesting of pollinators like mining bees.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Our AIPP Cert is displayed at our reception area and is also used on website and social media.
- The AIPP logo is part of our email banner which is send out as a signature with all online communication.
- 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.
- We've become paying business supporter of the BurrenBeo Trust who uses all funds for generation of several Heritage and biodiversity initiatives. One

of it being the “Hare’s corner”. Through this project local heritage orchards, woodland trees and shrubs, wildlife ponds, ... are created.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We continue our landscaping project for our 1-acre garden which will include (project for the next 2-4-year period):

- Vegetable and herb garden (in progress).
- Allocated Flower meadow patch as part of the landscaping.
- Edible garden (all types of berries and small fruits).
- Apple orchard (20 trees planted, more to follow).
- Organic swim pond with natural wetland/bog filtration.
- Creation of bee hotels.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you’d like to share with us on your pollinator/biodiversity journey?

We’re involved in our local Scouting group. This gives us the opportunity to teach about things like biodiversity, leave no trace, pollinators, sustainability to the young scouts joining us.

233 **SMB Landscapes Ltd.**



Signed up February 2021
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**

UPDATE 2022
SMB Landscapes continues to support the AIPP and will do so throughout 2023.

234 **Sonova Consumer Hearing Ireland Limited**



Signed up June 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced the grass areas we mowed.
- Reduced the frequency we mowed other grass areas.
- Left meadow which usually was mowed to grow wild all year.
- No longer permit chemicals to be used on the grounds, no pesticides etc.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Did a company wide communication for all employees highlighting and promoting the all-Ireland pollinator plan.
- Included a section in company newsletter highlighting thing we have done on site and promoting the all-Ireland pollinator plan.
- Put up posters and certificate in several areas in the facility and all Ireland pollinator plan signage outside the facility in areas we let grow wild.

	<p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Continue with same commitments from this year (as above). • Plant some bee friendly flowers, shrubs, or trees onsite in springtime. • More employee engagement (possibly have a planting and information day for employees to get involved with). <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
<p>235</p> <p>Sow Diverse</p> 	<p>Signed up February 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Planted a full range of pollinators friendly plants. • We use no pesticides, no herbicides. • We are growing organically. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>Promote our pollinator friendly actions to the wider public such as our customers, Use the All-Ireland Pollinator Plan business supporter logo on our website and in our communications, promote the pollinators friendly plants to our customers.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>More planting</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
<p>236</p> <p>Spring Nurseries (Cork)</p> 	<p>Signed up October 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Reduced use of pesticides on the nursery. • Increased the volumes and extended the growing seasons for our range of pollinator friendly perennials, that we supply to our customers. • Several thousand native Irish hedging plants have been planted nearby on the farm where we grow miscanthus for use as a biofuel to heat the nursery. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have put a greater emphasis on growing and selling pollinator friendly plants to customers.

- We have increased the awareness among our own staff about the benefits of pollinator friendly planting.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We will be further increasing our availability of pollinator friendly perennial plants for 2023.
- We will continue to encourage our customers to think pollinator friendly when it comes to allocating bench space.
- We will carry out further planting of beech and whitethorn hedging during the winter months.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

237

**SSE Wind
Generation**



Signed up November 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- As part of biodiversity research on our wind farm sites, detailed pollinator surveys have been undertaken at Richfield Wind Farm, Co. Wexford and GWP/Cloosh Valley, Co. Galway to identify what pollinators occur on these sites. Results and recommendations of these surveys are pending.
- Ongoing implementation of biodiversity measures on Lenalea Wind Farm (under construction) and heather reinstatement.
- Assisting Greencoat Renewable in undertaking pollinator measures on their wind farm sites, particularly heather management.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- SSER/SSE Airtricity input to RTE's DIYSOS highlighting the importance of biodiversity and pollinator-friendly gardens
- RTE's Radio 1 Countrywide segment recorded on Galway Wind Park with Wind Energy Ireland and SSER staff highlighting the new AIPP wind energy guidance and the value of wind farms for pollinators
- Ongoing engagement with contractors regarding minimising weed management on infrastructure.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Develop Pollinator Work Instruction and best practice management for our wind farm sites.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

- Biodiversity Net Gain and Natural Capital strategies are currently in development along with biodiversity and pollinator research on a number of sites.

- We are developing a Pollinator Work Instruction for our ISO14001 EMS system from this research and hope to have it in operation by the end of 2023.

238

Statkraft Asset Management Ltd.



Signed up October 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have eliminated the use of herbicides and pesticides on site. Introduced a spot treatment plan only when necessary. We use alternative methods to remove trip hazards.
- Introduced a cutting plan for hedgerows on site.
- Erected pollinator signage.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have raising awareness with our colleagues through Pollinator Friendly Actions presentations on our town halls and on our work social platforms (Workplace).

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increased outdoor activities on other sites.
- Allow the majority of our hardstand areas to blossom.
- Create short & long flower meadows.
- Increased pollinator-friendly planting.
- Introduce nesting habitats.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

239

Stay YNA Dingle Ltd.



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

12 of our lovely homes along the Dingle Peninsula have designated a section of their gardens to allow for grass in their gardens to grow a bit longer so the pollinators can thrive in their gardens.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have made our owners all aware how important it is, so far, we have had 12 of our owners agree to keeping a section of their garden outgrown or even to stop the use of pesticides.
- We have also promoted this across our social media platforms as well as doing blog posts throughout the year to keep up this great initiative.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We hope to have more of our owners on board with the Pollinator plan, emailing them individually again to see if they would like to join this great initiative. We will also be doing more blog posts and social media posts along the way to raise awareness.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

240

Strand Homes



Signed up March 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We now only plant pollinator friendly and native plants in our gardens in our development. We have installed a polytunnel at our site, where we are beginning to grow our own plants for the gardens in our development. These are planted with pollinator friendly and native plants.
- We will continue to make use of the polytunnel to reduce the carbon footprint within our business.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have ensured staff within the business know what actions we are partaking in to play our part.
- We have also created garden guides for our customers to inform them how to care for their biodiversity enhanced gardens and how they can play their part in protecting our bees and other pollinating insects, we also promote this through our social media platforms. We also invited a local primary school to site for an educational visit to learn about pollinators and fill bug hotels.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Our plan for the next year is to continue to create the shell of bug hotels with waste wood from site and work with local primary schools where we educate on the importance of our bees and other pollinating insects, followed by collecting dry leaves, pinecones, twigs etc. to fill the bug hotels. The pupils are able to bring these home with them along with a fact sheet on pollinators and their bug hotel.
- We will start to map and action our Ferndene development where we will be populating the gardens with pollinator friendly and native plants when houses become occupied.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

241

Structure Tone

Signed up August 2021

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Creation and cultivation of wild marshland at DC Project Site.
- No mowing at DC project site – creation of wild meadow.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Communication via quarterly newsletter detail pollinator advice and information of company level action.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Continue work on DC project sites and communication channels.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

242

Stryker (Limerick) Ltd.

Signed up October 2022 – NEW business supporter
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **TBC**



243

Suir Engineering Ltd.

Signed up April 2021
Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Through Host in Ireland ‘Orchards in the Community’ project, Suir Engineering provided 20 Orchards which were distributed to local primary & secondary schools, Tidy Towns committees and other community groups to plant on their premises. Each DCs for Bees Orchard comprised of 5 pollinator friendly trees - 3 x Apple (Discovery, Boskoop, Katy), 1 x Pear (Conference) & 1 x Plum (Victoria).

The overall aim of the Orchards in the Community initiative was to:

- Encourage biodiversity.
- Protect and feed pollinators.
- Provide a means for organisation and community purpose-based activity which will foster an appreciation of and awareness for protecting and encouraging biodiverse habitats in our local areas.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Suir Engineering have appointed a DCs for Bees Ambassador through our membership with Host in Ireland. DCs for Bees is a sub-initiative of Host

		<p>in Ireland – their aim is to help save Ireland’s wild bee population by educating, advocating, creating awareness and taking action.</p> <ul style="list-style-type: none"> • Our Suir Engineering DCs for Bees ambassador has shared educational webinars and information with our staff on pollinator friendly gardening to educate them on the current plight of bees in our country. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • Appoint a Sustainability Manager within the company. • The promotion of Biodiversity will form a key element in our sustainability messaging in 2023 • Work closely incorporating pollinator / biodiversity friendly initiatives with local community groups. • Encourage the planting of bee friendly plants around our offices and sites <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
244	<p>Sunnyside Fruit Ltd. & Corrin Nature Reserve</p> 	<p>Signed up June 2021 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <p>Our plan continued from year 1. AIPP-Business-Supporters Annual-Review 2020.pdf (pollinators.ie) (Page 77).</p> <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>We have planted a roundabout at the Cork marts junction on the road from Rathcormac to Fermoy with wildflower meadows.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>Increase outdoor activity on other sites and continue with our present plan. Sow a wildflower meadow in our local community field.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>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>6. For Bord Bia’s Origin Green members only. Have you integrated the AIPP ‘Pollinator Actions’ into your Biodiversity Target? YES</p>
245	<p>Sustainable Travel Ireland</p>	<p>Signed up August 2021 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. TBC</p> <p>UPDATE 2022</p>



1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

None. We don't have any land that's ours. We could probably plant some pollinator friendly plants outside our office as there are flower beds there and I don't think it would cause issues. I'll add it to the list!

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We ran a biodiversity webinar in conjunction with yourselves (60+ attendees and 200+ registered so got access to the recording if it was requested) and Una also presented at our annual online conference (200+ attendees).

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We hope to run another biodiversity webinar in 2023. WE also encourage all of our members to join your organisation.

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

I did this last year and it hasn't changed so let me know if I need to update this.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

246

Sweeney Landscape Design



Signed up June 2019

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We design and build a range of habitats including meadows (wetland, coastal) along with ponds and Green roofs.
- Currently sowing Yellow Rattle on approx 3500m2 of a variety of sites to encourage native wildflower meadows.
- We have not used weedkiller or pesticide on any of our projects for a number of years.
- We refuse to have anything to do with artificial lawns or plants.
- We are working with Ecoseed to develop a number of native meadows so we can harvest seed.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We interact with all our clients and encourage them to plant and design for Biodiversity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

We have secured a number of projects, including a rain garden for a national school in Co Cavan along with at least 1000m2 of biodiverse green roofs.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

247	<p>Tate (Kingspan)</p> 	<p>Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We will be planting 125 apple, pear and plum trees in the Peter McVerry facility in Kerdiffstown in December of this year. This is a follow on to the team planting over 100 trees at the site last year. • We also collaborated with Ballyfermot Men's Shed to create small Bug Hotels which we donated to schools, Peter McVerry and various sensory gardens. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • As a company, we have a comprehensive Planet Passionate Programme which details all of our action to achieving Net Zero. An important part of our strategy is protection of the natural world. This strategy forms a key part of our business model and there is mandatory training for each employee on Planet Passionate and sustainability. We feel that each member of our team is informed on the importance of biodiversity, environmental protection and ecological preservation. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? We will continue to partner with DCs for Bees and plant more trees in 2023.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES 5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p>
248	<p>Tayto Park</p> 	<p>Signed up June 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have been walking 3 different transects for the past 8 years, monitoring populations of Bumblebees and Butterflies. • Bug Hotels, located in 3 different areas in the park: <ul style="list-style-type: none"> ○ Wild area near a hedge – area was part of Grab that gap initiative ○ Biodiversity wall – multiple bug hotels and bird boxes ○ Area in front of Geoldis Monkeys - area was part of Grab that gap initiative ○ Grab that Gap initiative is now producing multiple wildflowers and has been selected to carry out the FIT Count, that has begun in July 2022. This will determine if the grab that gap initiative was successful and there are pollinators visiting this patch ○ Wasp star is located in 3 different areas of the park, allowing for no-kill, sustainable, pest control of Wasps. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p>

- Discussions with school groups attending for Ecology field trips – pollination is a discussion point in the field linking plants and animals.
- Up to date information on pollinator monitoring as part of our conservation partners and projects webpage. <https://taytopark.ie/zoo/conservation>

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Continuation of monitoring Butterfly and Bumblebee populations as well as the continuation of carrying out weekly FIT counts.
- Planting of native, pollinator friendly, plants in new areas of the park.
- Adding pollinator information to our zoo newsletter.
- Discussions of pollination in ecology sessions as well as biodiversity based educational sessions.
- Addition of AIPP signage.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO. Currently no but we are planning to add it.

249

**Teleflex Medical
OEM**

Signed up August 2022 – NEW business supporter
Mapped site(s) on Actions for Pollinators – data mapping portal. **TBC**



250

**Teva
Pharmaceuticals**

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **Reduced mowing/cutting** (e.g. natural regeneration of verges/swathes/strips/patches such as clover lawn/ or a larger wildflower lawn/mini-meadow). This is the best and cheapest way to provide food and shelter for wild bees. Once a year cut end September, leave cuttings for 3 days allows seeds to drop, then remove cuttings. Goal: Self-Heal, Vetch, Knapweed etc.
- **Increased pollinator-friendly planting** (e.g. specific pollinator-friendly bulbs/shrubs/herbs/Heritage fruit trees/Native Trees and hedgerows enhancement).

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Supporting local community actions.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To supply pollinator friendly plants to employees.

- Increased outdoor activities on other sites

- Increased Communication Actions
- Increased Community Engagement
- Increased Employee Engagement

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

251 **The Apple Farm
&
Con Traas Ltd.**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Added a second wildflower area (about 4000m2) to the existing one (6000m2).
- Alternate row mowing, on a long rotation (4 to 6 weeks) to keep flowers in grass areas.
- Integrated Fruit Production system used to minimise pesticide use.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Signs in farm shop to communicate to customers.
- 6 x visiting trips where actions were highlighted to students and public.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Maintain the wildflower areas.
- Participate in study on wild pollinator numbers (Simon Hodge of TCD).

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. I don't have such a strategy in written format.

6. For Bord Bia's Origin Green members only. Have you integrated the AIPP 'Pollinator Actions' into your Biodiversity Target? YES, as part of the SHAS scheme.

252 **The Belvedere Hotel**



Signed up August 2022 – NEW business supporter
 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

253 **The Burren
Perfumery**

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Minimisation of grass mowing.
- No pesticides are used on site.
- Continual programme of planting/containers put in place.
- Reduced level of weeding undertaken to allow plants to show naturally.
- Weeding carried out by hand and only when necessary.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Still in development.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

A continued plan of development of areas that are being opening up to the public and to increase the level of planting in these area for the maximisation of seasonal pollinator plants.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

The Burren Perfumery is committed to maintaining and enhancing the environment in which it operates. The support of a strong biodiversity is important to the business.

254

**The Flowerfield
and
Flower Farmers of
Ireland**



Signed up April 2021

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

UPDATE 2022

The Flowerfield continues to support the All-Ireland Pollinator Plan and will continue to do so in 2023.

255

**The Honeysuckle
Bee & Me**



Signed up October 2021

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- **A naturalised meadow** - We have given over a 1-acre paddock that was previously used for livestock to become naturalised as a meadow. The meadow will be cut or grazed/ in late September when the seed has set and fallen. We've seen a variety of flower species, many still to be identified.
- **Pollinator friendly planting.** In July, within this meadow we sowed an 80 x 1m strip of native Irish wildflower seeds – a mix of annuals and perennials, late sown with the intention that the flowers would be yielding nectar and pollen in early Sept when there is generally a dearth. Seed supplied by True Harvest Seeds. We have no large mechanical equipment to plough/prepare the area before sowing but were able to kill off almost all the growth by covering the area with weed control fabric for roughly 4 months before. The

Echium although only about a foot tall is currently blooming and looking amazing and is attracting a wide range of bees and hoverflies.

- **Reduced mowing/cutting** To allow more naturalised areas.
- **With the aim of increasing habitat**, shelter and food for a variety of wildlife we planted (in Feb 2022) a mixed native species hedge of 2 yr old saplings to boarder the edge of a 50 m fence line). The hedge is a mix of hawthorn, dogrose and hazel and now establishing well.
- **Providing early spring food** by planting another 20 Willow saplings to provide an early source of pollen for pollinators in early spring when little else is often available.
- **Continued pesticide elimination and minimal herbicide use/ when necessary.**

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- **Raising awareness** - As a beekeeper, I keep honeybees for myself and also for Hillsborough Castle Gardens which is owned by The Historic Royal Palaces.
- Over the last couple of years, I have become increasingly aware of the competition that honeybees may pose for other nearby pollinators. Through publicity, workshops and events in my beekeeping role, I believe I have been able to raise awareness of the some of the difficulties faced by pollinators and offer discussion /suggestions on some of the simple things that anyone can do to help.
- People are very often surprised to hear that honeybees are not actually under threat and it is often makes a good conversation starter about the threat to other pollinators. I can now, much more confidently suggest to people who are interested in taking up beekeeping (to save the bees) to consider that there are many other ways of better helping bees (and not honeybees) without becoming a beekeeper.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To continue/ further develop this year's actions and:

- **Nesting habitats** - To provide solitary and bumble bee nesting habitats by adapting an existing south facing dry stone wall so that it is more attractive. To date I've never seen any in or around it
- **Pollinator friendly planting** - To further increase the strips of wildflowers, maintain/ allow the meadow to naturalise and likely include the spot spraying of thistles and docs.
- **Raising awareness** - To include in my customer email /newsletter some ideas for being more pollinator friendly.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO

256

The Killarney Park

Signed up March 2022 – NEW business supporter

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

The Killarney Park

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Designated 84 sqm to create a naturally regenerated long wildflower meadow through reduced mowing once a year.
- Designated 100sqm to pollinator friendly cutting scheme of every 6 weeks.
- 5 small bee hotels.
- Areas of bare soil.
- Planted pollinator friendly plants for summer and autumn in beds and window boxes, including lavender, bidens, bacopa and heathers.
- We have a long stone wall that we will maintain.
- We do not use herbicides or pesticides.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We donated money to a local charity battling Rhododendron in the park.
- We donated regularly to Hometree Ireland.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We hope to plant a pollinator friendly garden for a local community centre
- Increase pollinator friendly plants for winter and spring
- Learn and catalogue what is growing on our sites so that we can know what to protect

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

257

The Lismore Food Company



Signed up May 2017

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

UPDATE 2022

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

- The Lismore Food Company planted a 2-acre wildflower and grass meadow. This is a protected grass/wild flowering 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.
- In a 1 acre site we will mow 2/3s of that lawn again only twice in the year.
- We let the hedges grow all around this space to protect the wildlife.
- We have also continued to plant many different bulbs and plants specifically to attract and encourage bees, butterflies and pollinators.

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

We continue to communicate our biodiversity objectives, goals/achievements, to our internal team. This works in tandem with our sustainability objectives.

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

We will continue to plant trees and further bulbs herbs and plants.

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

		<p>5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES. This is very much a part of our sustainability strategy.</p>
258	<p>The Montenotte Hotel</p> 	<p>Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • 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 (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>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • 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. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023? 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 2023, May 20th involving local primary school (d) We have teamed up with our local community-led garden on a voluntary basis where we help once a week.</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES</p> <p>7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey? 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>
259	<p>The National Concert Hall/ An Ceolaras Naisiunta</p>	<p>Signed up June 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators', data-mapping system. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p>

- **Increased pollinator-friendly planting:** our staff have established a gardening club which has taken over an unloved cycle shed and repurposed it into a volunteer-led and maintained greened space full of potted pollinator plants including catmint, marigolds, aster, borage, verbena, bacopa, bidens, echiums, sunflowers, cosmos, jasmine, primula, cornflowers, nastursiums, foxgloves, honeysuckle, ivy, sedum, eryngium, persicaria, daiscia, roses, osteospermum and fleabane and pollinator-friendly herbs like lavender, oregano, thyme, rosemary, mint and chives. A first crop of tomatoes and sunflowers has been grown and pots contain pine-cones to attract insects. Our volunteers help with everything from watering, planting, painting garden furniture, building planters, donating plants and seeds, bringing in their excess fruit and vegetable produce to share, cleaning and maintaining the area, sewing bunting and giving advice on gardening. We have aimed to be as sustainable as possible in our 'Garden Shed', recycling and reusing old materials, turning old pallets into planters and using old instruments like trumpets and saxophones as planters.
- We are planning to plant lots of pollinator friendly bulbs this Autumn: crocus, snowdrops, alliums and grape hyacinths in old, unused planters to widen our greening takeover in the back car park.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Raising awareness with colleagues: inaugurated a sustainability e-newsletter for all staff and sent a second newsletter since AIPP sign up at end June; this is to be quarterly. The latest newsletter shares details of pollinator friendly plants and asks people to help fatten up bumblebees for hibernation by planting pollinator-friendly plants.
- Raising awareness in the supply chain: The pollinator plan has been shared with the Hall's contracted gardener who has been asked to introduce pollinator-friendly planting with any new investment. Onsite caterers have joined the organisation's sustainability group.
- Raising awareness within our community: Drafted a sustainability strategy and updating this to include the Pollinator Plan. As soon as completed this will go on the NCH website.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- To extend the reach of the staff green spaces beyond the current footprint to other areas of the NCH site, including into the Kevin Barry courtyard
- To offer a talk for all staff on biodiversity and the Pollinator plan in advance of the planting season.
- To introduce bee hotels on site.
- Embed the sustainability strategy and action plans on the NCH website and maintain this.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (eg ISO14001:2015)? YES – we are updating our strategy now.

260

**The Rediscovery
Centre**



Signed up September 2018

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Retain what's great on site

- We manage our hedgerows to allow for bee nesting and early spring flowers and will plant whitethorn in 2022/23.
- Mature Birch, Woodbine, Ivy, Holly, different types of Willow, Buddleia and some Bramble in place. There are lots of Lavender and Catmint growing in different parts of the site and in pots.
- In our Orchard, so far, we have Apple Trees (both eating and cooking), Cherry and Pear.
- We leave in place Ribwort Plantain, Dock Leaves, Chickweed, Nettles, Red Dead Nettles.
- We have lots of Allium Globemaster growing in the Orchard and to the front entrance of the facility alongside Crocosmia.

Mowing for pollinators

- Our Facilities Officer, cuts strips of grass to leave lots of Long Grass to the sides, back and centre of the Centre.
- We have a profusion of Dandelions, Buttercups, some daisies, Calendulas, Vetch, Clover, Borage, Comfrey, Sweet Pea, Eremurus, Winter Aconite, Cow Parsley, Wild Rocket & Cleavers.

Planting for pollinators

- We plant only organic flower bulbs in Autumn: Crocuses, Snowdrops, Muscari, Tulips, various Irises.
- Lots of Herbs both annual and perennials.
- We grow lots of different vegetables i.e. this year cabbage, Brussel sprouts, carrots, broadbeans, chard, beetroot, onion, lettuces, squash, cress, potatoes, tomatoes, quinoa, cauliflower and Rhubarb.
- We have summer Raspberries, Gooseberries, Black & Red Currants, Strawberries & Black Grapes.
- Planted a Wisteria to the front side of the building.
- In pots at different times of the year: Rosemary, Lavender, Lemon Verbena, Lupins, Violets, Tulips, Bluebells, Snowdrops, Sweetpea, Calendula, Crocuses, Daffodils (various), Jacqueline Postill Daphne Tree.
- Sowed patches of wildflowers seeds along the front entrance, in our mini orchard and in a crate on our rooftop garden.
- We purchase seeds from Seedsavers and the Organic Centre.

Nesting habitat for pollinators

- We provide bare soil shelter in all areas of the Facility. We have a large Bee Hotel
- We have placed logs in various areas alongside logs drilled with holes for solitary bees in particular.

Green manures/natural fertilizers/compost

- We have made Comfrey, Dandelion & Nettle Fertilizers.
- We make our own compost and use waste food products from our Boiler House Café and Staff Canteen.
- Green manures have been planted in our rooftop garden.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We held a Seed Swap in March 2022 where local communities, community gardens and individuals swapped openly pollinated seeds & plants. We provided non-various drilled logs for customers to take. We swapped and shared plant pots to avoid the buying of new plastic pots.
- We started a Seed Swap area in our Ecostore.
- We held a Garden Day in May with talks on demonstrations on composting, non-dig gardening, balcony gardening, displayed a wormery, Ask the Expert provided by Santry Community Garden, we swapped seeds, plants and gardening information.
- We handed out 'Composting' book A Household Guide provided by Stop Foodwaste.ie
- Our Education Dept continue to provide workshops both in-house and in schools.
- We sow seeds and leave to grow in our Ecostore window-sills.
- We are planting another tree on October 7 for National Tree Day 2022.
- We created a Garden Map for our Garden Day to educate the public about what is planted in the Facility.
- We designed a Bee & Flower Draught Board Game for Kids.
- Used made in house Wild Seed Bombs as part of goody bags for our in-house Birthday Parties.
- Bird Seed Boxes workshops held for Children.
- We held a 'Make a Beehotel' workshop for Children using reused materials.
- We held the Biodiversity of the Year 2022 Awards Ceremony & Exhibition in the Centre. Photos remain on display.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We plan on sowing Hawthorn this coming November 2022 alongside hopefully, Oak and Rowan.
- We will hold another Seed Swap in March and Garden Day in June 2023 which will include more.
- Demonstrations, workshops, ask the experts.
- Education workshops, talks and demos are ongoing.
- Organic Horticulture Course with the Organic Centre will be completed in 2023 where all assignments will be carried out in the Centre grounds.
- We will plant organic pollinator friendly bulbs and seeds.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

261

The Ross

Signed up March 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

The logo for 'The Ross' is written in a stylized, handwritten-style font. The word 'The' is smaller and positioned above 'ROSS', which is larger and more prominent.

262	<p>The Square Towncentre, Tallaght</p> 	<p>Signed up December 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • We have planted 4 new pollinator friendly bedding areas. • 5 bug hotels. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <p>Social Media and Web Promotion of pollinator areas.</p> <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <p>TBC</p> <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
263	<p>The Tourism Space</p> 	<p>Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?</p> <ul style="list-style-type: none"> • Our office is a rented space within the Ennistymon Digital Hub which is run and managed by Clare County Council. We have engaged with management of the building in which our office is based to set up a biodiversity corner for all users of The Hub. This is still under discussion, and we hope to get other users of the hub to engage with this project also. • Employees have mapped pollinators in their gardens at home with the use of the FIT Count App. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Through our training programmes, coaching services and our online platform we have committed to sharing information about the All-Ireland Pollinator Plan and any suitable resources to encourage businesses in the tourism and hospitality industry to protect their local biodiversity. In the last year we have taken the following actions: <ul style="list-style-type: none"> ○ We have been part of a project to create supports and resources, such as guidebooks, on climate action which included ways to protect local biodiversity. ○ We have shared information in our weekly dispatch email and on our social channels about the All-Ireland Pollinator Plan and encouraged our connections to become Business Supporters. ○ We have included a ½ days workshop on Biodiversity for Business in a Destination Training Programme and believe it may be the first tourism training programme to be doing that in Ireland. We have the workshop attendees to spread the word on social media about its importance. We are working to raise the profile of the topic and the trainer with our

- client base with the hope that it will be included in future publicly funded programme. All helping to raise awareness in our niche.
- So far this year, we have delivered 3 'Leave No Trace' Awareness Courses on our destination development training programmes and highlighted the importance of protecting pollinators and local biodiversity.
 - In all our training related to the topic of biodiversity we have encouraged trainees to become Business Supporters.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- For 2023, we propose to continue highlighting the All-Ireland Pollinator Plan and becoming a Business Supporter on our programmes and through our social channels and email marketing.
- We will further the development of the Biodiversity Corner where our office is based which will include seasonal plants and pollinator friendly flower beds.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

264 The Wellness Shop
Sligo



Signed up August 2022 – NEW business supporter
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

265 Tralee Bay Wetlands
Eco & Activity Park



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Creating a 9m dead hedge with holes for solitary bees.
- Planting a 90m hedge of Hawthorn.
- Planting an area of approx. 285m2 with pollinator friendly trees such as Holly, Spindle, Rowan, Cherry and Willow.
- 1424m2 of grassland will be cut 2-3 times this year.
- 2700m2 of grass is left uncut this year.
- 1,129.65m2 of native woodlands planted between 2021/2022 with unmown grass layer beneath.
- Flower beds with a combined area of 35m2 were planted with ornamental pollinator friendly plants.
- A gas burner has been purchased which we use to burn weeds off of tarmac and gravel paths.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

		<ul style="list-style-type: none"> • For the tree/hedge planting we invite locals to join and help us plant our trees. We give a introduction to the importance of tree planting as a carbon storage and as a way to increase biodiversity in the local area. • We provide free talks for Biodiversity Week, Tree Week, Habitats Day and various other national days where we bring the public through our Wildlife Trail that we cut through an area of permanent long grasses. • Invited a local school to plant an area with blackthorn and cherries. After which we went to their school and planted Hawthorn, Rowan, Cherry and Birch. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • To continue and increase number of free talks. • To continue planting hedging with the public. • To add crab apples and elders to our site. • To diversify last year’s hedging with Holly, Rowan and Cherry trees. • To encourage more schools, especially those with no land area for planting trees to come to our centre and plant trees on site. • To encourage neighbouring businesses to commit to planting native flowering trees and allow for sections of their lawn to go into wildflower meadow. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES/NO</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES/NO</p>
266	<p>Triall Teoranta</p> <p>&</p> <p>Clinic na gCapall</p> 	<p>Signed up June 2019</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p> <p>UPDATE 2022</p> <p>1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • Planting of autumn flowering herbaceous plants. • We have been working on a pond and bee bank but ran into some logistical difficulties. However, we plan on getting this completed over this winter. <p>2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?</p> <ul style="list-style-type: none"> • We are supplying about 800 bulbs to Leighlinbridge Improvement Group and community. <p>3. What are your proposed pollinator-biodiversity action(s) for 2023?</p> <ul style="list-style-type: none"> • We are going to talk to our suppliers to raise awareness of the AIPP and look for their support by committing to signing up. <p>4. Have you logged your HQ/site(s) on Actions for Pollinators? YES</p> <p>5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO</p>
267	<p>Travelodge PLUS</p> <p>Hotel</p>	<p>Signed up November 2022 – NEW business support</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. YES</p>

268 **Trish's Honey Products** Signed up July 2021
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Provided increased safe nesting habitats for bumble bees and solitary bees.
- Willow trees for early food.

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 2023?

To continue reducing the frequency of mowing allowing wildflowers (food) to flower among the longer grass... continue to manage our Irish trees which we planted in 2022.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

269 **Tureen Landscapes** Signed up March 2021
'Planting a breath of fresh air' Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organization taken in 2022?

- Planted native hedges at my own premises and for two clients using mainly hawthorn, alnus, holly, blackthorn and elder.
- I planted new perennial borders for clients, with an emphasis on pollinator friendly plants, i.e. Nepeta, Salvia, Ivy, sedum.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- My main communication strategy is to encourage clients not to use pesticides and make them aware of its negative impact on wildlife generally.
- I use No Mow May and try to advise natural meadows through cutting and removing grass in meadow areas at the end of season; late September/Oct.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

I hope to carry on in the same vein as above.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/EMS (e.g. ISO14001:2015)? YES

270	Uniplumo Ireland Ltd.	Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES
		
UPDATE 2022		
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?		
<ul style="list-style-type: none"> • We have reduced mowing across our main site on Wyestown as this has the only lawns. • We have maintained our 2021 planted area of approx. 10m2 at the entrance to our Wyestown site. • We have planted 2 further beds, totalling 27 m2 approximately with a mix of pollinator friendly perennials and annuals of which are selected to offer pollen at different times of the year • We have cleared a south facing bank of approx. 4 m2, of vegetation (this was due to necessary on-site works), and this small bank shall remain clear as a measure of offering Burrow Bees mining opportunities. • Pics and details of all of the above have been registered and uploaded to Our pollination plan - Actions Taken. 		
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?		
<ul style="list-style-type: none"> • In line with a range of customers we have, over time, 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 continue to do so as a core business strategy. • 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. 		
3. What are your proposed pollinator-biodiversity action(s) for 2023?		
<p>Our site has undergone major structural and site changes in 2022 with a 1 ha. glasshouse extension built and key facility/reservoir works etc. also. This has hampered 2022 plans somewhat and kept the scope of opportunity narrow while the works have been ongoing. So with this in mind, for 2023 we aim to:</p> <ul style="list-style-type: none"> ○ Assess the 'lie of the land' once works are complete, and, identify further areas/zones that can be biodiversity/pollinator friendly. ○ Similarly, continue to learn, seek and identify our team on flora/fauna on our sites and further involve our staff and customers in our actions. ○ Continue to develop Pollinator friendly beds or similar. ○ We intend to identify/label our actions taken thus far with signage. ○ Return to submitting bug counts (as unable to in 2022). 		
4. Have you logged your HQ/site(s) on Actions for Pollinators? YES		
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES – our actions form part of our QMS and as such maybe assessed on certain customer/industry audits.		
271	Urru Culinary Store	Signed up May 2019



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

UPDATE 2021

Urru Culinary Store will continue to support the AIPP in 2023. We are committed to continuing and expanding our part in support of wild pollinators.

272

**Utmost Service
Ireland Ltd.**



Signed up February 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have reduced mowing to 6 week cuts, April to September.
- We created a trial area for wildflower.
- Weed killer has been eliminated from our maintenance schedule.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Engage with tidy towns to plant sunflower at our office.
- We have engaged with our business neighbours in the business park to also join the effort.
- Raised awareness with our employees on town halls and social media.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Increase Communication.
- More Bee friendly planting.
- Removal of docks and other invasive to encourage.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- In 2023 we plan to plant more bee friendly perennials and trees and engage more with staff as to what steps we are taking and encourage them to join the effort at home.
- This year we engaged with the Tidy Towns and planted a variety of Sunflower at our office with representatives from each department taking part. We are very excited for the year ahead.

273

Vagabond Tours Ltd.

Signed up January 2022 – NEW business supporter

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **NO**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

None.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

COMMS ACTION: Initial meeting with new Sustainability Officer to plan future activity.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Planning Pollinator-friendly planting and Bee hotels for our outdoor space.

Increased Communication Actions - Planning customer communications regarding pollinator actions (blog and newsletter)

Increased Employee Engagement - Providing funds for staff to carry out Pollinator-friendly planting and Bee hotels in their gardens

Increased Supplier Engagement? Planning supplier outreach to activity supplier and hotel network around Ireland regarding pollinator actions and AIPP

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES. But not published yet. Pending with new sustainability officer role.

274

Veolia

Signed up February 2020

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



UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- A1: We reviewed and updated our Ecological Management Plan for our site at Ballynacor and have also commenced and are now completing our Ecological Management Plan for the second biggest of our sites on the island at Clareville.
- This plan is helping us to identify existing areas on our sites that we need to protect and has highlighted areas we need to action improvements on. This includes reducing mowing (B2) and creating wildflower areas (B3).
- We have started the rollout of Biodiversity Baselines across Ireland. This has been completed for 2 sites in NI. These include descriptions of habitats found and the current management of these areas into 2023.
- On our Fermoy site and Ballynacor site we have reduced mowing in some areas to help create long-flowering meadow and reduced our use of pesticides.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- F 16.2: We have approached Sarah Kelly to join us for a Supplier Link & Learn session before the end of 2022 to promote the AIPP Business Guidelines to our top contractors.
- F 18:1: In 2022 we dedicated two of our monthly Staff Sustainability Sessions to the All-Ireland Pollinator Plan. Session 1 was hosted by a Veolia colleague who worked with this customer to implement the plan on their site in Dublin.
- For Session 2 we invited Sarah Kelly to run a session 'Everyday Actions, Supporting Biodiversity at home and at work'.

- F18.2: The guides and presentations for both sessions along with links were then shared with our 700 employees across the island.
- We have on many of our sites introduced Biodiversity Board prompting the plan but also providing local flora and fauna guides, as well as a register for the teams to track the Biodiversity they spot on site.
- Our online internal Community has an environment thread where we share the AIPP newsletter as well as any initiatives, like propagating results.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

A1: We will continue the rollout of site biodiversity baselines and complete an Ecological Management Plan for the next 3 of our biggest sites at Donaghadee, Fermoy and Kilkenny.

F 18.2: We will continue to roll out Biodiversity Boards on site.

C5: In Ballynacor we will be focusing on planting Pollinator-friendly containers. In Fermoy we will be planting a native wildflower meadow.

We will also continue our monthly internal Sustainability Sessions, including pollinator/biodiversity related topics for learning and awareness.

275

**Vermilion
Exploration &
Production Ireland
Ltd. (VEPIL)**



Signed up June 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

Vermilion Exploration and Production Ireland Ltd (VEPIL) joined the AIPP in 2022.

To date in 2022 we have undertaken the following:

- Reduced the frequency of grass cutting in certain areas and delayed mowing to protect the wildlife we have attracted.
- No pesticides/herbicides were used onsite during 2022.
- A staff tree planting day was held in March when 90 native trees were planted (including: Sessile Oak, Downy Birch and Silver Birch).
- Flower Insect Timed (FIT) Counts were completed during the month of August by Staff.
- Species identification swatches were obtained from the National Biodiversity Data Centre which included Bumblebees and were made available to staff to raise awareness.
- Biodiversity walk and learn sessions were organised and hosted by our consultant Principal Ecologist.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- VEPIL signed up to Biodiversity Irelands Actions for Pollinators.
- We have shared information such as how to complete FIT Counts internally with our staff.
- We have included articles on biodiversity and the environment in our in-house newsletter. Bumblebee identification cards and swatches have been distributed to staff.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Plant additional native trees in 2023.
- Introduce reduced mowing regimes in additional areas onsite.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

276 **Viatrix Little Island
API**



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Created long flowering meadow in our carpark with a bee hotel initiated also.
- And flower containers in our canteen garden.
- Reduced pesticides and allowed certain areas to over grow.
- Reduced mowing and planted native seeds.
- Installed Bee Hotels.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Bee hotel in collaboration with The IBCP Cork. Several Bee hotels onsite donated signage Fota Gardens pollinator trail.
- We are engaging with a local school to sponsor the printing of the Junior Pollinator Plan.
- We helped build a sensory garden so we will continue to support and help maintain the garden with some added supports such as plants.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Several more bee hotels and an awareness campaign such as Pledge Your Garden.
 Raising awareness with your employees/colleagues through our green team and internal newsletter with is shared throughout many Viatrix sites worldwide.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We celebrated World Bee Day and pledged out gardens in 2020 and would like to support that day again. We are looking forward to collaborating with more schools and the local community such as Harpers Island and Fota Gardens if possible. We have previously planted trees in Harpers island. We are looking forward to more advice regarding potential opportunities to support the community as AIPP members.

277 **Vinehall Displays
Ltd.**

Signed up September 2021
 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES**

UPDATE 2022
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Vinehall Displays devotes 5573m³ of wildlife field to create a naturally regenerated long wildflower meadow through reducing mowing (twice a year).
- Vinehall is managing our hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this.
- We've eliminated pesticides from all places except spot spraying when absolutely necessary.
- We reused materials from Dulux Stand to build/ installed bird nests and located them on our premises.
- Vinehall collects rainwater which then store to clean our company vehicles. This environmentally-friendly solution, ensures no excess water wastage and reduces the use of groundwater.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

We are starting to have the conversation with our clients and suppliers as to how they might engage with the AIPP.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Removal of large docks and thistles from our developing wildflower meadow to stop them dominating
- We're planning to install more bee hotels in the headquarters to have wild resident bees.

4. Have you logged your HQ/site(s) on Actions for Pollinators? YES
5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO
7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

- We are really excited as in 2023 we are planning to transition to EV fleet.
- Our team is also engaging in local Garda Community Charity Recycle Event. These events significantly reduce "un-authorized and illegal dumping" in the area.

278
Vyra


Signed up January 2021 – NEW business supporter

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

UPDATE 2022
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Increased Pollinator-Friendly Planting. In addition to managing the 200 native trees we planted in 2021, this year we planted an additional 50 native tree species in the same area.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

Awareness & Education. We created an educational programme for businesses covering biodiversity in Ireland and the EU in September. We were delighted to bring organisations from different sectors together to take part.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Increased outdoor activities and business education partnerships. We would like to continue our native tree planting activities. Additionally, we would like to develop further programmes to educate organisations and their employees on the subject of biodiversity.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We would like to open up the conversation to other members of the AIPP to potentially collaborate in the education space on the topic of biodiversity.

279

Walls Construction Ltd.



Signed up April 2022 – NEW business supporter

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

We have delivered a range of actions across 5 sites including:

- We have planted a range of AIPP recommended pollinator friendly bulbs/shrubs in planters/pots and at planter areas to our site entrances (including lavender and heathers).
- We have engaged with our local Men's Shed on our Clayfarm project to make planter boxes for our site entrance and these have been planted with pollinator friendly flowers and herbs.
- We have designated a number of earth banks on our Echelon Dub 10 project and allowed the grass and natural wildflowers and plants to grow. This may suit solitary bees for borrowing.
- We had fitted a number of bird boxes to protected trees on both Santa Sabina and our Two Oaks projects.

We have several existing trees under protection at our Santa Sabina and Two Oaks sites. The area within some of the tree protection zones have proved suitable for short-flowering since April 2022.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We engaged with a local school (Holy Trinity NS in Glencairn, Leopardstown) to create for us some lovely artwork tying into the theme of biodiversity and bees. Their response was fantastic and we used all their pictures in large posters which were put on display along the site hoarding for Clayfarm. One picture in particular, a large collage of a bee, has now become our ESG mascot for Walls Construction and the children in the school are very proud of their involvement in this project with us.
- We have issued an annual newsletter (Platform) and a number of information emails to all our own employees communicating on our biodiversity goals, the AIPP and the AIPP website.

- We held a townhall briefing session in Jan '22 which included biodiversity as a core topic and thus far in 2022, we have sent information on biodiversity related talks, videos and festivals that employees might be interested in.
- We have appointed a Biodiversity Champion on all projects to lead the initiatives and ensure successful realisation of pollinator friendly actions. This is now built into our ISO 14001 system and roles and responsibilities.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Set up of more planter areas at our Head Office in Northern Cross Dublin, along with installing 2 small bug and bee hotels.
- We are commencing a large construction project in South Co. Dublin in Sept. '22 and we intend to carry out a number of very significant biodiversity actions including protection of existing species of Newts, bats and amphibians. We are engaging with an Ecologist with regard to this. We will also be protecting a large number of existing trees and an existing pond on the site right through construction works. We will put in place several small pollinator friendly actions on this project like hanging baskets, planter boxes and small bug hotels, drilled holes in suitable locations etc. We should also be able to facilitate short-flowering in and around the tree protection areas.
- We will continue setting up planter boxes, hanging baskets and other good pollinator friendly initiatives across all our projects where feasible, giving careful consideration to choosing the correct flowers and plants for the correct season.
- We will continue our engagement with our own employees, local groups and schools through further biodiversity related art competitions, talks and training related to biodiversity.
- Continue promoting biodiversity amongst our staff through our Wellness Committee by sharing information on AIPP program, webinars, courses and briefing sessions.

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

5. Have you integrated the Pollinator Plan into your Sustainability~

Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES, integrated into both our ISO 14001 certified system and our ESG Action Plan for Sustainability 2022 to 2025.

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

We set our targets for Biodiversity on a 6 monthly basis – Jan to Jul and Aug – Dec. However, the information here and on our mapping section of the online tool reflects mostly actions taken in Jan to Jul of 2022. We are still in the process of establishing the pollinator actions for the remainder of the year.

<p>280</p>	<p>Waterford Retail Park</p> 	<p>Signed up August 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC</p>
<p>281</p>	<p>Westend Retail Park Management</p>	<p>Signed up May 2022 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES</p>

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Reduced mowing of grassed areas throughout the Park.
- the introduction of various species of planting including Hebe spp.
- Cotoneaster conspicuous, Lavandula in various locations.
- Reduced pruning of an ivy area.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

NA

3. What are your proposed pollinator-biodiversity action(s) for 2023?

Further reduced mowing throughout 2023, the introduction of wildflower meadows to encourage flowering from Spring to Autumn, introduction of bug hotels in various locations.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

282

Wexford Tomatoes Ltd.



Signed up October 2020

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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- This year we have left an area of grass uncut for a couple months of the year which reduced the number of cut which we would have normally done.
- Also, we reduced the number of times that two hedgerows were cut.
- This was a great way to provide shelter and food for our wild bees and it costs nothing for us to do it!

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- We have the pollinator supporter logo displayed in the canteen and in the corridor.
- Also, we communicate to our employees the importance of the Pollinator Plan and encourage any ideas to be brought forward and we will consider implementing them on our site.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- We propose to continue with the same measures that we carried out his year again for next year and doing the bee friendly pollinator area that was planned for this year that we didn't find the time to do.
- We will include some of our staff in the process to help promote the All-Ireland Pollinator Plan within our organization.

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

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

283

Wild Kitchen



Signed up September 2019
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **TBC**

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- We have increased our wild area in the garden and managed our grass cutting to encourage more wildflowers and pollinators. We were delighted with the results and enjoyed many new flowers and insects not seen before, like the mining bee and carder bee and many beautiful butterflies and other beneficial insects.
- I have collected and saved many wildflower seeds and will share and sow these when the time comes.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- I developed a biodiversity for business training module and delivered it to business members of Cuilcagh Geopark in Co.Cavan.
- I have delivered biodiversity workshops to a local school and I have included my actions into my code of practice for being a member of the Burren Eco-Tourism Network .
- Workshop Guests to the garden are given a nature walk and info session.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

To deliver more biodiversity training to businesses and develop more workshops for locals that are hands on and inspiring.

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

5. Have you integrated the Pollinator Plan into your Sustainability~Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? NO

7. Is there anything else you'd like to share with us on your pollinator/biodiversity journey?

I was delighted to take children on a nature and biodiversity walk for Crinniu na Nog and hope to develop this as it was such fun, and the feedback was amazing. They all learned how to save and sow wildflower seeds and their importance.

284

Young Nurseries
(County Limerick)



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

UPDATE 2022

1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2022?

- Maintained our hedgerows to support pollinators and wildlife.
- Increased our use of biologicals in the greenhouses and outdoor areas.
- Changed our growing media from 25% to 35% reduced peat, using a special mix of other materials.
- Spoke with Council representatives and assisted them with the selection of the best pollinator plants to use in public areas.

2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2022?

- Tried a store promotion of biodiversity plants at retail level with a multiple.
- Continued use of an integrated pest management system.
- Sponsored a Pollinator Award for Green Flag Parks.

3. What are your proposed pollinator-biodiversity action(s) for 2023?

- Hoping to expand the promotion of biodiversity plants at retail level with other customers.
- Increase the range and quantity of bird boxes.
- Further reduction in peat use by trialling peat free mixes.

4. Have you logged your HQ/site(s) on Actions for Pollinators? TBC – in train with AIPP.

5. Have you integrated the Pollinator Plan into your Sustainability~ Biodiversity Strategy/ ESG~CSR/ EMS (e.g. ISO14001:2015)? YES

All Ireland Pollinator Plan – an entry-level into biodiversity on any site

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 100 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 to:

- **Customers/Consumers** - Demonstrate pollinator-biodiversity credentials to customers and consumers who seek to support nature-conscious brands.
- **ESG/CSR** - Utilize a simple framework to support ESG/CSR objectives, with the flexibility to choose from a variety of low/no cost pollinator-biodiversity actions.
- **Environmental Management System** - Use the Pollinator Actions Framework as the entry level to deliver immediate biodiversity actions and, where appropriate, integrate with an EMS.
- **Employees/Suppliers/Community** – identify a suitable framework and set SMART targets across its stakeholders.

Entry-level into biodiversity

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

Physical Actions:

- Protect what you have already that's good on your site(s) - (e.g. if you have species meadow/mini-meadow don't then swap it for an orchard). N.B. Bramble and Ivy are great food sources later summer/early autumn.
- Reduce mowing of grass, cutting of hedges, and eliminate pesticide use.
- Plant pollinator friendly bulbs/shrubs/plants/trees. AVOID sowing wildflower seed.
- Designate 'homes' for pollinators – designated old stone walls/earth banks/bee hotels.
- Sowing (gifting/sponsoring) wildflower seed mixes is NOT a biodiversity action. Choose an alternative action.
- Honeybee hives are NOT a biodiversity action. Honeybees are a managed pollinator and not under threat. Increased honeybee numbers may create competition for food for our wild bees. Wonderful as a hobby – always check with an expert from a local beekeeping association.

Communication Actions:

- Become the leading organisation in biodiversity in your area(s).
- (i) Invite **Employees** to engage – Pollinator-biodiversity Committee, 'Pledge Your Garden', 'Wild Bee Garden' Competition. (ii) 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.

All-Ireland Pollinator Plan (2022): *Business Supporters - Annual Review*

The AIPP is a National Biodiversity Data Centre project. **260**

Appendix A

2023 Annual Review Format

NAME OF COMPANY/ORGANISATION** _____ ** PLEASE SUBMIT THIS REPORT BY 30 SEPTEMBER 2023
QUESTIONS 1-3 **PLEASE limit your response to 250 words within bullet points 1-3.
1. Which OUTDOOR/PHYSICAL pollinator-biodiversity action(s) has your business/organisation taken in 2023?
2. Which INDOOR/COMMUNICATION pollinator-biodiversity action(s) has your business/organisation taken in 2023?
3. What are your proposed pollinator-biodiversity action(s) for 2023?
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 across employee, supplier and community engagement? 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?



Implementation of the *All-Ireland Pollinator Plan 2021-2025* is 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) in 2022 was funded by **Bord Bia's Origin Green** programme and Ireland's new **Business for Biodiversity** Platform



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