

Businesses:

actions to help pollinators

All-Ireland Pollinator Plan

www.pollinators.ie



Implementation coordinated by the

National Biodiversity Data Centre

**National
Biodiversity
Data Centre**
Documenting Ireland's Wildlife



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Guidelines 3

All-Ireland Pollinator Plan

The All-Ireland Pollinator Plan (AIPP) is a framework bringing together different sectors across the island of Ireland to create a landscape where pollinators can survive and thrive. Its implementation is coordinated by the National Biodiversity Data Centre.

About this guide:

This guide is aimed at businesses that want to take action for pollinators and biodiversity.

The following pages will explain how your business can help pollinators through a series of evidence-based actions. All recommendations are backed up by science and have been developed from what we know about pollinators and their needs. No matter the size of your business, you can help make a difference. These actions are inexpensive, and some may even save money. The more actions you can take the better, but you do not need to do them all to help pollinators. You can choose the actions that are realistic for your business and the resources available to you.

Actions are divided into on-site actions and actions around company governance and communications.

At the back of this guide, you will find a *Business Scoring for Pollinators Checklist*. This is a tool to help you keep track of your progress and identify further areas to focus on.

For more information on these recommendations and to find further resources, visit the All-Ireland Pollinator Plan website: www.pollinators.ie



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Key facts about pollinators

WHAT are pollinators?

Pollinators are insects that transfer pollen between plants. They visit flowers for nectar which gives them energy, and pollen which gives them protein. In doing so, they fertilise plants and help them reproduce. On the island of Ireland, most insect pollination is carried out by bees, and to a lesser extent insects like hoverflies and moths.

WHY are pollinators important?

Without pollinators, many plants would not exist. Globally, 100 crops provide 90% of the world's food. Of these, 71 are pollinated by bees. On the island of Ireland, insects pollinate more than three quarters of our wild plants, providing food and shelter for birds and mammals and contributing to healthy ecosystems. They are also responsible for the healthy yields of many crops, fruits, and vegetables such as apples, berries, tomatoes, and pumpkins. We need pollinators to maintain a nutritious food supply; to nourish our health and wellbeing; to support the livelihoods of our farmers; to continue growing our own food; and to protect biodiversity. And of course, pollinators deserve a landscape that supports them for their own sake.



Food production



Gardening



Healthy wildlife

WHO are our pollinators in Ireland?

On the island of Ireland, we have one 'managed' pollinator, the honey bee, and over 100 different types of wild bee. 20% of wild bees are bumblebees and 80% are solitary bees. Research tells us that we need an abundance and diversity of wild bees as well as healthy managed honey bees to pollinate crops and wild plants.



Honey bee



Bumblebee



Solitary bee

WHY are pollinators in trouble?

Research shows that wild pollinators are in decline. This is mainly because we've drastically reduced the habitats that provide them with food and shelter. Other factors include pesticides, pests and diseases, and climate change. To help them, we need to ensure pollinators have food, shelter, and safety from chemicals.

On the island of Ireland, one third of wild bee species is threatened with extinction. The All-Ireland Pollinator Plan is a shared plan of action: together, we can take steps to restore pollinator populations to healthy levels.

Business benefits of supporting the All-Ireland Pollinator Plan

Becoming a Business Supporter

Your business can help pollinators by becoming a Business Supporter of the All-Ireland Pollinator Plan. Business Supporters are a network of organisations, big and small, who have pledged to take action for pollinators. It is an entry-level scheme for biodiversity action which gives you all the tools you need, including:

- A framework for identifying and delivering evidence-based actions.
- A scoring checklist to track and demonstrate progress.
- A publicly available GIS-based biodiversity mapping portal (*Actions for Pollinators*).
- The ability to measure/monitor changes in pollinators over time.

As regulations such as the EU's Corporate Sustainability Reporting Directive bring nature issues further up the corporate agenda, businesses will increasingly need to consider how their business models are compatible with a nature-positive economy and society.



Why become a Business Supporter?

Businesses of any size can join the All-Ireland Pollinator Plan, from large corporations to SMEs and microenterprises. There are many good reasons for becoming a Business Supporter, including:

- ✓ Access to evidence-based, low/no cost actions designed to suit every business type.
- ✓ A demonstration of nature-positive credentials to consumers, customers, and shareholders who want to support nature-positive brands.
- ✓ A simple framework which can be incorporated as part of a biodiversity pillar in a sustainability strategy.
- ✓ A step-by-step to strengthen supply chains and food sustainability by supporting crop-pollinating insects.
- ✓ A structure to focus on improving *employee* engagement, health and wellbeing through relevant training and events.
- ✓ A mechanism for working with *suppliers* towards a nature-positive business model.
- ✓ Access to ideas for supporting and strengthening relationships with your local *community*.
- ✓ A nature-positive approach to ESG and Corporate Social Responsibility objectives.
- ✓ Alignment to ISO 14001:2015 and the UN Sustainable Development Goals 15 and 13.
- ✓ Co-ordination with Origin Green Members' charter.

How to sign up as a Business Supporter of the All-Ireland Pollinator Plan



Framework for Business Supporters

To become a Business Supporter all you need to do is to send back a signed form (see link) and register on *Actions for Pollinators*, a GIS-based biodiversity mapping portal.

Becoming a Business Supporter means your organisation agrees to:

- 1 Carry out at least **one** action from this guide in the first year, and a minimum of **two** actions in each subsequent year.
- 2 Assess your progress using the *Business Scoring for Pollinators Checklist* on Pages 33-35.
- 3 Report on your progress every year by the 30th September, and add your actions to *Actions for Pollinators*.
- 4 If you are a larger business, plan to conduct a baseline survey of your site's ecology and monitor how pollinators respond to your actions.
- 5 If you don't have a physical site, or you are a micro-enterprise, you can choose from a range of communication actions.

When you sign up, you will receive:

- ✓ Guidance through email and phone on pollinator-friendly actions.
- ✓ A Business Supporter certificate and logo for use onsite, online, or in sustainability reporting.
- ✓ Access to free, downloadable resources, including signage templates.
- ✓ A listing on the All-Ireland Pollinator Plan Business Supporters webpage.
- ✓ A monthly e-newsletter for Business Supporters.
- ✓ Public visibility on progress in the All-Ireland Pollinator Plan Business Supporters Annual Review and on *Actions for Pollinators* (GIS mapping portal).

If you are interested in joining as a Business Supporter, visit [Businesses » All-Ireland Pollinator Plan \(pollinators.ie\)](#), or email pollinators@biodiversityireland.ie

[Link to sign up as a business supporter](#)

We look forward to working with you to protect pollinators and biodiversity for generations to come.

SECTION 1:

On-site actions to help pollinators

The following actions can be implemented on your business site. Every site is different, so we recommend developing a site-specific pollinator plan.

Where relevant, this should be in consultation with your Landscape, Grounds Maintenance or Facilities Management company. If you are a microenterprise, or don't have a physical site, go to the Communication Actions on Page 22.

Refer to the *Business Scoring for Pollinators Checklist* scoring table on Page 33 to help you track progress.

A

Identify and protect existing areas that are good for pollinators

Businesses with a physical footprint will have areas which are already helping pollinators. The most important first step is to identify and protect these areas.

ACTION 1

Map existing sources of food and shelter

Goal: Create an **On-site Map** of existing areas which are already good for pollinators and biodiversity on your business site(s).

These might include flowering hedgerows, patches/verges of natural wildflowers, small wild areas with Brambles or Ivy, car park corners, riparian corridors (**food sources**), bare earth banks or dry-stone walls (**nesting habitat**). Also include areas where pesticides aren't used or could be eliminated.

i **Idea:** On large sites, use your **On-site Map** to consider how you can add new actions, with an aim of creating a Biodiversity Walking Trail for employees. See Page 32.

ACTION 2

Develop a plan to protect existing sources of food and shelter

Goal: Develop a simple plan for how you will protect and manage existing biodiversity areas on your business site(s).

If relevant, invite your Landscape, Grounds Maintenance, Facilities Management or Asset Manager to join you on this journey. Use signage to identify important areas for biodiversity on your site. Free templates and printable resources are available at:

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

Invasive species are one of the five key drivers of biodiversity loss. They should always be removed from your site. Review invasive species and how to manage and map them here:

www.invasives.ie

ACTION 3

Identify which pollinators have already been spotted in your local area

Goal: 'Locate' your site and identify which pollinators have already been spotted in your local area using the [Biodiversity Maps](#) website.

You should include observations on land 'adjacent' to your site e.g., farmland. If you find that your site is located close to populations of threatened species such as the Large Carder Bee, the Northern Colletes, or the Great Yellow Bumblebee, review specific guidelines for protecting these vulnerable wild bees on the All-Ireland Pollinator Plan website at:

<https://pollinators.ie/helping-endangered-pollinators/>

“ This year we supported The Great Yellow Bumblebee, Ireland's rarest bumblebee species, by sponsoring a variety of pollinator-friendly community and schools initiatives in the Mullet Peninsula. This was done in conjunction with The Great Yellow Bumblebee Project and Belmullet Tidy Towns.”

Brendan Moran, Aurivo Sustainability Project Lead



ACTION 4

Carry out a baseline ecological survey on your site(s)

Goal: Commission a Baseline Ecological Survey to establish what biodiversity (species and habitats) occurs on your site. This should be repeated at least every 5 years (Action 20).

Not sure what is on your site? Inform your decision-making by asking the experts. See the Chartered Institute of Ecology and Environmental Management www.cieem.net for a list of professional ecologists.

Note: When commissioning an ecological survey, specify that it should include the *National Pollinator Monitoring Scheme* recommended methodology.

B

Mow less in grassy areas

If you have areas of grass, mowing less allows wildflowers such as Clovers, Knapweed and Bird's-foot-trefoil to naturally appear over time. This is the most cost-effective way of providing food for pollinators and other insects.

The following actions can be carried out side by side, transforming an expanse of grass on your business site into a mosaic of connected flowering areas of different heights. If some areas are used by people, you can frame these areas with longer grass, mow a path to show deliberate management and include signage. Suitable locations might include public grassy areas adjacent to your building/warehouse, car parks, verges, roundabouts, off-road walking paths, and riparian corridors or attenuation ponds.

If your grass cutting is carried out by a Landscape, Grounds Maintenance or Facilities Management company, it is important that you communicate clearly to them how you want your areas of grass to be managed.



ACTION 5

Create a short-flowering meadow

Goal: Manage at least one third of all grassy areas as short-flowering meadows through reduced mowing.

Identify areas of grass that could be cut on a 4-6-weekly rotation to allow Clovers and Bird's-foot-trefoil to flower. These locations could be beside areas of shortly mown grass, a path, or a long-flowering meadow. You can mow around where flowers appear, giving them a chance to grow. Be as creative as you like – mowing patterns or spirals.

If grass cuttings are lifted, your short-flowering meadow will gradually become more flower-rich on its own. However, if you choose to mulch the grass back in, you are repeatedly fertilising the soil, and your meadow will not become flower rich as the more dominant grasses will outcompete the wildflowers.

Align reduced mowing activity with AIPP campaigns such as 'No Mow May'.



ACTION 6

Create a long-flowering meadow

Goal: Aim to create as much long-flowering meadow as your site allows through reduced mowing. It can be in multiple locations across the site.

Identify areas on your business site(s) where you could allow long-flowering swathes/patches/verges and mini meadows to grow.

Long-flowering meadows are grassy areas that are cut once a year with the grass removed. This type of management allows wildflowers to bloom naturally and creates undisturbed nesting areas for bumblebees and other insects. Over the years, the meadow will become more flower-rich with local wildflowers, all without spending money on wildflower seed mixes.

1 Right Location -

- ▶ This is very important. Choose a sunny, open location with low soil fertility.
- ▶ Make sure the area is accessible for mowing and is suitable for longer grass.
- ▶ Ensure you have a plan for how you will deal with the grass cuttings in September.



2 Right Management -

- ▶ **Remove by hand larger, fast-growing plants** (Docks, Nettles, Ragwort, Thistles) between March and August to prevent them from dominating.
- ▶ **Cut in September and remove the grass.** Flower-rich meadows need low soil fertility. Removing grass cuttings decreases soil fertility over time.

- ▶ **Keep the outside edge of your meadow short** to show deliberate management. Cut paths through the grass so people can enjoy the meadow.



- ▶ **Leave small sections entirely uncut and rotate these each year.** This provides a habitat for overwintering insects and mammals to nest.

3 Be patient and manage human expectations -

- ▶ A long-flowering meadow, through a reduced mowing regime, takes time to develop and can look 'untidy' to humans at times. Be patient and manage each stage properly. Don't expect your meadow to become flower-rich immediately but be assured that you will be helping biodiversity above and below ground from the beginning.
- ▶ Use signage to explain that your management is deliberate. Free signage templates are available on the resources page of www.pollinators.ie

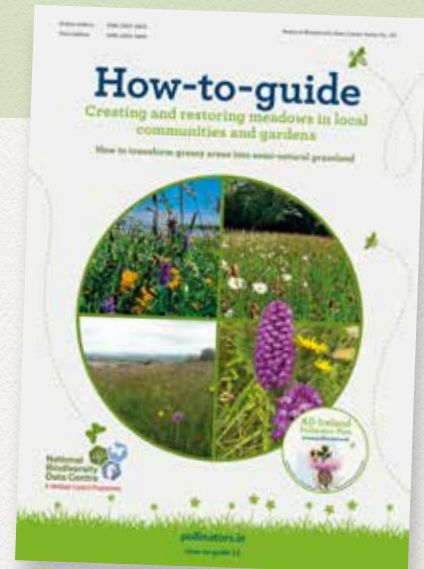
In areas where you want to establish a meadow on bare ground, perhaps after construction works, we suggest you purchase a fine-leaved grass mix that includes species like Red Fescue, Common Bent, Crested Dog's-tail and Sweet Vernal Grass. Ensure seeds purchased are native and of Irish origin. This will prevent soil erosion and dominance of more aggressive weedy species. Going forward, the area can then be managed as a short or long-flowering meadow, and wildflowers will begin to appear naturally over time.



“ In the past three years the Mondelez Ireland Cadbury Coolock site has evolved from a manicured parkland setting to a more naturalised site, with over 8 acres of land transformed from mowed lawn to specific pollinator-friendly managed meadow. Significant resources have also been assigned to improve site biodiversity with the planting of 60 native trees and 6000 native shrubs. In the past year, a staff garden was also added to the site with an additional 17 native flowering trees.”

Padraig Nolan,
Mondelez Ireland Facilities
and Environment Manager

i More information: How-to guide: Creating and restoring meadows in local communities and gardens at <https://pollinators.ie/resources/>





Pollinator-friendly planting

The best food for pollinators is the native Irish flowers they have evolved alongside. These include natural wildflowers, flowering trees, and hedgerows.

We've already seen that the best way to encourage wildflowers is by reducing mowing. But sometimes it may be necessary to carry out **native planting** of flowering trees and hedgerows. Another type of planting is known as **ornamental planting**. This is the planting we do on business sites, business parks, in gardens, parks, and in community planters and beds, that often includes non-native species.

Non-native species have a role to play in providing pollinators with food, but it is important that we do not do ornamental planting in the wider landscape where native planting or natural restoration is the best way to create the habitats they need.

It is also important that we ensure the plants are pollinator friendly. Traditionally, a lot of ornamental planting on business sites and in local communities has included annuals such as Daffodils, Tulips, Begonia, Primula and Busy Lizzie. Unfortunately, these are not good sources of pollen or nectar and do not provide food for bees and other insects.

There are many other plants that can look attractive whilst also supporting pollinators. You can find lists of native and ornamental pollinator-friendly plants in the AIPP 'Top Ten Pollinator-friendly Plants for Different Situations' or in the comprehensive 'Pollinator Friendly Planting Code', both available at <https://pollinators.ie/resources/>

When purchasing new plants to add to your site, try to ensure they have been grown in peat-free compost and have not been treated with pesticides.

Native planting:

ACTION 7

Maintain or plant a native flowering hedgerow

| **Goal:** Manage at least 30m of native hedgerow on your site.*



Native hedgerows are important nesting habitats for many creatures including pollinators, and can form vital corridors for nature. Bumblebees often nest at the base of hedgerows and use them as a 'linear flight path'. Plants like Willow, Hawthorn and Blackthorn flower in spring and provide an early source of food. When a queen bumblebee emerges from hibernation, she will require thousands of flowers per day to feed on, which a hedgerow can provide.



If you already have a native flowering hedgerow, make sure to manage it in a pollinator-friendly way:

- ✓ Flowers only grow on older wood. Cut hedgerows every 3 years (outside the bird nesting season) to encourage flowers for pollinators and fruit for birds and mammals.
- ✓ Avoid cutting all hedges in the same year or cut one third of the hedge annually. This ensures that part of the hedgerow will always bloom and fruit every year. Retain Ivy and Bramble within an existing hedgerow.
- ✓ Allow hedges to grow into a natural A-shape profile rather than a neat 'box' shape, unless *Health and Safety* dictates otherwise.
- ✓ Retain a margin of tussocky grass at the base of the hedgerow.



*Where this is not possible within your site, it can be sponsored (Action 24) in the local community.

ACTION 8

Plant native, local provenance, pollinator-friendly trees and shrubs

Goal: Maintain or plant at least 15 native pollinator-friendly trees/ shrubs on your business site.*

Native trees and shrubs such as Willow (photographed), Hawthorn, Rowan, Crab Apple, and Holly support huge numbers of insects including pollinators. Plant young bare root trees in the autumn or winter or grow them from seed. Make sure your trees are of local provenance (grown from Irish stock, and ideally from local trees). Trees grown elsewhere may have different flowering times to local plants of the same species e.g., A Blackthorn from central Europe will flower at the wrong time of year for our pollinators on this island.

It is important that you choose the right place to plant a tree. Some habitats are already valuable to biodiversity, so it is best to avoid planting in these areas. They include species-rich grassland, wetlands or areas adjacent to streams, coastal habitats, bogs, heathland, or sites with rare or protected species.

*Where this is not possible within your site, it can be sponsored (Action 24) in the local community.



Planting vs hard landscaping - In recent times we have moved towards blanket harder landscapes (tarmac) on our business sites and materials like decking and brick in our gardens. On your business site, choose planting rather than a 'hard' landscape to ensure food sources for pollinators. This will also have other benefits such as flood mitigation and urban cooling.

Ornamental planting:

ACTION 9

Plant an orchard of flowering fruit trees

Goal: Create at least one heritage fruit orchard with at least five fruit trees.*

Orchards are great habitats for pollinators, who in turn help them produce fruit. Planting just five fruit trees can provide food and shelter for pollinators and homegrown fruit for you. See our guide on how to create and manage an orchard at: <https://pollinators.ie/resources/>

*Where this is not possible within your site, it can be sponsored (Action 24) in the local community.



ACTION 10

Plant pollinator-friendly ornamental trees and shrubs

Goal: At least 50% of ornamental trees and shrubs are pollinator friendly and planted in appropriate locations.

Ornamental trees and shrubs can be a great addition to business sites, providing food for pollinators and colour for humans. Add plants like Viburnum, Hebe, Mahonia and Barberry to a bed, border, or car park.

ACTION 11

Plant pollinator-friendly perennials

Goal: At least three beds of pollinator-friendly perennials, each at least 2m².*

Incorporate pollinator-friendly perennial plants into any flower beds on your business site to provide additional food for pollinators from spring through to autumn. Like bulbs, perennials are much more sustainable than annual bedding plants, as they don't have to be replanted each year. For urban sites, planters with pollinator-friendly herbs can be a good option.



Note: Existing trees, shrubs or plants should not be removed unless invasive. Over time, aim to replace planting with pollinator-friendly options whenever the opportunity arises.

*Where this is not possible within your site, it can be sponsored (Action 24) in the local community.

Problematic plants

Some ornamental species may attract pollinators but can be invasive and should never be introduced e.g., Butterfly Bush (Buddleia), Rhododendron, Fuchsia, Snowberry, Rockspray Cotoneaster, Crocosmia, Winter Heliotrope. If you're not sure, check the 'Pollinator-friendly Planting Code' at

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

ACTION 12

Plant pollinator-friendly bulbs

Goal: At least 50% of all bulbs planted are pollinator friendly.

Planting pollinator-friendly bulbs like Snowdrops, Crocus, and Grape Hyacinth can provide a vital early source of food for pollinators when they emerge from hibernation. Remember that some popular bulbs like Daffodils and Tulips are not a good source of pollen and nectar.



ACTION 13

Add pollinator-friendly bedding plants to containers and hanging baskets

Goal: Mix pollinator-friendly plants into at least 75% of all containers/ hanging baskets.

Identify some planters or hanging baskets on your business site(s) where the annual bedding mix could include some pollinator-friendly plants. See 'Top Ten Pollinator-friendly Plants for Different Situations' at: <https://pollinators.ie/resources/>



A Warning about Wildflower Seed Mixes

The All-Ireland Pollinator Plan does not recommend the use of wildflower seed mixes or 'seed ball' type products. There is no regulation over the content of wildflower seed mixes in Ireland. Many have been found to contain non-native species and can inadvertently introduce invasive species. If you do decide to sow them, consider this as an ornamental action and keep them to business or garden settings. Ensure seeds purchased are native and of Irish origin. Bear in mind that many seed mixes contain annuals and will need to be resown annually. You should never spray existing vegetation with herbicides prior to any planting.



Green Roofs & Green Walls

Only the strongest of our wild pollinators will fly above the second floor. So, consider carefully before planting for a green roof for biodiversity. If you decide to go ahead, try to ensure it also has other purposes e.g., climate adaptation, urban cooling, human health and well-being. The same applies to green walls.



Provide wild pollinator nesting habitat

Wild bees (bumblebees and solitary bees) live in small colonies or nest alone, and are entirely focussed on finding enough pollen and nectar to feed themselves and their offspring. They are not aggressive, and have no interest in interacting with humans.

Bumblebees nest in long grass, often at the base of a hedgerow. About 85% of our solitary bees are mining bees. They nest by making tiny burrows in south/east facing bare earth (soil, sand, clay, and peat). The remaining 15% are cavity nesting bees. They make their nests in existing cavities in south-facing stone walls, masonry, wooden structures, or insect hotels. If you find any existing nesting areas, protect them by:

- Ensuring no chemical sprays (pesticide/herbicide/insecticide) are used there.
- Providing food sources within 200m of their location.
- Designating the site as protected with signage.
- Marking the nesting area on your **On-site Map** (Action 1).



Honey bee hives and apiaries

- Having honey bee hives is a wonderful hobby and may be part of your core business or CSR initiative.
- However, adding new hives to your site is not a biodiversity action.
- The honey bee is a managed pollinator and not under threat on this island.
- Too many honey bees may create competition for food for our wild bees.
- If you are considering a honey bee hive or apiary, it is essential to seek expert advice from your local beekeeping association to ensure you keep healthy honey bees and do not spread disease to wild bees and other insects.

ACTION 14

Provide nesting habitat for bumblebees

Goal: Leave at least 10m² of undisturbed long grass as nesting sites for bumblebees and other insects.

Leave areas of undisturbed long grass as nesting sites for bumblebees. These may be an area of long-flowering meadow that is left entirely uncut each year, or it could be at the base of a hedgerow. Ensure the bases of hedgerows are not sprayed with chemicals. This will allow flowering plants like Clovers, Vetches, and Knapweed to provide additional food throughout the season and will ensure nesting bees are safe. Use signage to indicate nesting areas and ensure they are protected.



ACTION 15

Provide nesting habitat for mining solitary bees

Goal: Manage at least two areas of bare soil for mining solitary bees, each with an area of at least 50cm².

Mining solitary bees nest in the ground. If you have existing earth banks, visit them on sunny days between April and September to see if they are being used. You will see small bees returning laden with yellow pollen. If you are lucky enough to find such nesting areas, protect them. Make sure no chemical sprays are used there. Detail the area on your **On-site Map** (Action 1) and consider marking the site as protected with a sign.

Create new south or east facing earth banks for mining solitary bees. Once established, scrape vegetation away to maintain the bare soil on an annual basis. This should be done in winter. Ensure food sources are within 200m of this area. Use signage to indicate nesting areas and ensure they are protected.



ACTION 16

Provide nesting habitat for cavity-nesting solitary bees

Goal: Manage at least five unvarnished wooden blocks or bee hotels for cavity-nesting solitary bees.

Where wooden fencing exists, consider drilling small south or east-facing holes for cavity-nesting solitary bees. These holes should ideally be 1.5-2m high (or as high as possible), 10cm in depth and 4-10mm diameter (a range of different diameters is best). Alternatively, drill holes in untreated wooden blocks and place them in appropriate locations. You can also make or purchase bee hotels. Ensure food sources are within 200m of any new nesting sites.

Find out more: How-to-guide: Creating wild pollinator nesting habitat, available at <https://pollinators.ie/resources/>



Insect or bee hotels:

Only a small number of bees (cavity-nesting bees) use bee hotels. If you do decide to buy or build a bee hotel, make sure it is close to a food source, and that it is no bigger than an average-sized bird box to reduce the risk of predators and disease.

E

Eliminate or reduce the use of pesticides

Pesticides (insecticides, fungicides and herbicides) can kill, harm and disorientate pollinators, either through direct exposure or by poisoning their food.

In some cases, pesticides are necessary, for example in the treatment of invasive species like Japanese Knotweed. In other cases, we have fallen into the habit of using these potent chemical cocktails to tidy or sanitise our business sites and local areas.

ACTION 17

Eliminate pesticide use

Goal: Eliminate pesticide use from your business site.

Consider manual weeding instead, using organic alternatives, or simply letting Dandelions bloom.

Note: Herbicides should still be used on invasive species such as Japanese Knotweed. For more information on invasive species visit: www.invasives.ie



ACTION 18

Reduce pesticide use

Goal: Reduce pesticide use on your business site by 50%.

This action should be a step on the journey towards eliminating pesticide use (Action 17). If you cannot eliminate pesticides straightaway, start by reducing their use. Restrict them to areas where you need to remove certain plants for health and safety reasons such as moss on paths.

Where you decide that spraying remains necessary:

- Use spot treatment rather than blanket sprays.

For more advice on pesticide alternatives, visit our pesticide pages at: www.pollinators.ie



Avoid unnecessary use of herbicides

Mapping, Tracking & Measuring progress

We will only know if our hard work is paying off if we measure our progress by mapping actions and monitoring pollinators.

Your business can help do this by mapping your pollinator-friendly actions on *Actions for Pollinators* (GIS), and taking part in recording and monitoring schemes to help track pollinators on your site(s). These include the Bumblebee Monitoring Scheme – an island-wide initiative tracking bumblebee populations and how they are changing; and Flower-Insect-Timed (FIT) Counts, which collect data on flower-visiting insects.

Both of these citizen science schemes are run by the National Biodiversity Data Centre, and help us understand the status of pollinator populations on the island of Ireland. The data from these schemes also contributes to pollinator research, and informs local, national and EU policy.

Refer to the *Business Scoring for Pollinators Checklist* scoring table on Pages 33-35 to help track progress.

ACTION 19

Measurement – Log your ‘Actions for Pollinators’ on the GIS portal.

Goal: Map and submit your evidence-based actions every year by 30th September.

Actions for Pollinators is a publicly available GIS mapping portal which tracks pollinator-friendly actions across the island of Ireland. Businesses can upload their sites and add details of their pollinator-friendly actions to help track progress.



Are you a micro-enterprise? Why not encourage your team to take part in ‘Pledge Your Garden’ <https://pollinators.ie/gardens/> for pollinators?

Note: If you sponsor a pollinator-friendly initiative (Action 24), make sure the physical actions are mapped on *Actions for Pollinators* (GIS) by the recipient of the sponsorship. As the sponsor you can map the action as a communication action.

ACTION 20

Monitoring – commission a repeat Ecological Survey at least every 5 years

Goal: Commission a repeat Ecological Survey at least every 5 years.

After commissioning an initial Baseline Ecological Survey for your site, (Action 1), ensure this is repeated at least every 5 years to track progress and ensure Biodiversity Net Gain.

Biodiversity Net Gain

Biodiversity Net Gain (BNG) is an approach to development, land and marine management that leaves biodiversity in a measurably better state than before the development took place. BNG contributes towards nature recovery by enhancing existing or creating new habitat. BNG creates and connects habitats in which species can thrive and in doing so can help wildlife such as pollinators adapt to climate change. A methodology to assess Biodiversity Net Gain is in development for Ireland and will be available from 2024. BNG will apply to you if you are a land manager, developer, or involved with a local planning authority.

ACTION 21

Monitoring - Participate in the Bumblebee Monitoring Scheme

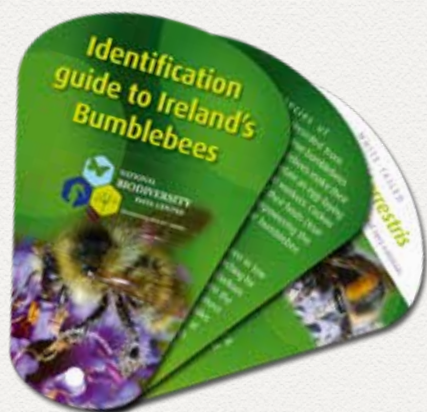
Goal: Submit at least one Bumblebee Monitoring Scheme walk from your business site each month.

The Bumblebee Monitoring Scheme is vital for tracking bumblebee populations, and can be used to assess the effectiveness of your actions for pollinators.

It involves walking a 1-2km fixed route once a month between 1st March and 31st October and submitting sightings of bumblebees to the National Biodiversity Data Centre. If your business site is not large enough for a 1-2km walk, you can extend your route into your local area.

Full support and training is provided. It is a great opportunity to involve your employees or Green Team in nature-positive activities.

To find out more, visit: <https://biodiversityireland.ie/surveys/bumblebee-monitoring-scheme/>



ACTION 22

Monitoring - Submit monthly Flower-Insect-Timed (FIT) Counts

Goal: Submit at least twelve FIT Counts every year.

Insects are in decline, but we need much more data to be able to track changes in their abundance. Your business can help by submitting Flower-Insect Timed Counts (FIT Counts) to help us gather data on flower-visiting insects. The FIT Count Scheme runs each year from 1st April – 30th September.



FIT Counts are very simple and require no specialist knowledge. To participate, download the free App, watch a patch of flowers for 10 minutes and count how many insects visit. Find out more here: <https://biodiversityireland.ie/surveys/fit-counts/>

Three Things to ‘Bee’ Aware of

A Honey bee hives

On the island of Ireland, we have one native honey bee. Most live in hives managed by beekeepers. While the honey bee is an important pollinator, studies have shown if we have too many honey bee hives in the landscape, they can compete for food with wild pollinators who are already struggling. You should only get a honey bee hive if you want to start a new hobby, but it's not an action for biodiversity, or if you want to support wild bees. If you are thinking of getting a hive of honey bees, please get in touch with your local beekeeping association to learn how to keep healthy honey bees, and to avoid spreading disease to our struggling wild pollinators.

If you do decide to sow wildflower seed mixes, keep them to business sites and garden settings, ensure they are native and of Irish origin, and never use them where natural habitat restoration is possible. To enhance your long-flowering meadow, you could collect and sow seeds from local wildflowers.



B Wildflower seed mixes

There is no regulation over the content of wildflower seed mixes and ‘seed ball’ type products in Ireland. Many have been found to contain non-native species (such as Corncockle) and they can inadvertently introduce invasive species. They are usually colourful mixes that are attractive to humans, but they won't necessarily result in the native wildflower meadow that you can create by reducing mowing.



C ‘Gardening nature’

Think carefully about how you are planting different areas of your community. Keep non-native ‘ornamental’ plants to business sites, garden settings and parks. In the wider landscape, stick to natural restoration and native planting where appropriate.

SECTION 2:

Communication & governance actions to help pollinators

Raise awareness of pollinators within your value chain. For the All-Ireland Pollinator Plan to be successful, everyone needs to know about the importance of pollinators, why we need to help them, and how to do so effectively. Businesses can help spread the word across multiple stakeholders such as supply chains, employees, and wider communities. Refer to the *Business Scoring for Pollinators Checklist* on Page 33 to help track progress.

Raise awareness in your supply chain

ACTION 23

Promote the All-Ireland Pollinator Plan to suppliers

| **Goal:** Make your business suppliers aware of the AIPP by sharing the Business Supporters guidelines.

Encourage businesses within your supply chain to engage with the All-Ireland Pollinator Plan.

Note: Agri-food Processors should guide farm suppliers and growers to review specific evidence-based actions for farmland here: www.pollinators.ie/farmland/

You may also consider:

- o Inviting suppliers to a 'lunch and learn' session on pollinators in conjunction with the AIPP as part of the understanding and education process.
- o Annually tracking the number of your business suppliers who have signed up to AIPP.



Raise awareness in your local community (incl. sponsorship)

ACTION 24

Sponsor pollinator activities in your local area

Goal: Sponsor at least one pollinator activity annually in your local area.

Consider sponsoring pollinator activities in your local area. Identify a group in your local community who would like to receive sponsorship for a pollinator or biodiversity initiative e.g., your local Tidy Towns or Ulster in Bloom group, a local school, sports club, faith community, community centre or healthcare site.

Use *Actions for Pollinators* as a starting point to find groups in your local area who are already engaging with the All-Ireland Pollinator Plan. Once you have found a group seeking sponsorship, use the Sponsorship Activities Table (Page 24) to identify evidence-based actions that you could support in agreement with the group.

Consider sponsoring at least one local pollinator initiative annually and include relevant signage where appropriate. Where needed, inform other stakeholders including Biodiversity or Heritage Officers.

Make sure that you:

- Only sponsor specific, AIPP evidence-based actions.
- Always retain existing biodiversity areas e.g., Avoid removing a meadow to plant native trees.
- Avoid honey bee hives and wildflower seed mixes/seed ball type products.
- Ensure ongoing pollinator-friendly management of habitats is considered.
- Ask the local group to map their sponsored actions on *Actions for Pollinators* (GIS).



Recommended sponsorship activities

The below activities are suggested for larger corporates and SMEs.

Sponsorship by smaller SMEs and microenterprises could take the form of allowing employees to participate for one day a year in a community pollinator activity e.g., bulb or tree planting. Each of these activities may be used as a stand-alone action or as part of a wider initiative e.g., creating a Biodiversity Walking Trail or a pollinator-friendly car park.

Cost	Action	Links: Review individual AIPP guidance at https://pollinators.ie/resources/
££	Sponsor a Biodiversity Survey for a local group	For many local groups, commissioning a biodiversity survey can be prohibitively expensive. Approved ecologists who carry out biodiversity surveys can be found through www.cieem.net <i>N.B. If sponsoring an ecological survey, specify that it should include the National Pollinator Monitoring Scheme recommended methodology.</i>
£	Sponsor an All-Ireland Pollinator Plan Community Resource Pack	All-Ireland Pollinator Plan community resources e.g., Hard copy guidelines, flyers, and posters can be purchased directly from http://www.tagline.ie/
£-££	Sponsor native pollinator-friendly trees	It is vital that any native trees you sponsor are of local Irish provenance to ensure they are of value to pollinators. See Native Pollinator-friendly Trees .
£-£££	Sponsor new native pollinator-friendly hedgerows	It is vital that any native hedgerow plants you sponsor are of local Irish provenance to ensure they are of value to pollinators. See How-to-guide: Hedgerows for Pollinators .
££	Sponsor a meadow cut and lift	Cutting and lifting large volumes of grass from long-flowering meadows can be a challenge for local groups. Can you hire a contractor or ask your own landscaper to cut and lift a local meadow? See How-to-guide: Creating and restoring meadows in local communities and gardens .
£-££	Support your local community in celebrating a pollinator-biodiversity event	This could be paying for a training workshop or local biodiversity walk by an ecological expert. It might also involve providing resources or refreshments for a local biodiversity action day.
£££	Sponsor a local biodiversity walking trail	Consider sponsoring a Biodiversity Walking Trail in your local community using the suggestions on Page 32.
Horticultural actions		
£	Sponsor a heritage fruit tree orchard(s)	An orchard should contain at least five fruit trees. Heritage fruit trees can be sourced from Irish Seed Savers. See How-to-guide: Traditional orchards and fruit trees for pollinators .
£	Sponsor pollinator-friendly bulb planting	Sponsor a 'bucket of bulbs' for a local group. Choose pollen and nectar-rich species e.g., Snowdrop, Crocus or Grape Hyacinth. Ensure bulbs have not been treated with pesticides. See the Top Ten pollinator-friendly plants for different situations Page 11 Bulbs.
££	Sponsor a community herb bed	Sponsor a bed or planter of herbs for pollinators and people to use. Choose delicious pollinator-friendly species e.g., Chives, Rosemary, and Sage. See the Pollinator-friendly Herbs flyer .
££	Sponsor a sensory garden	Help create a sensory garden of pollinator-friendly plants representing the five senses, e.g., Lavender (sight and smell), Lamb's-ear (touch), Chives (taste). This would be a particularly good activity for schools and healthcare sites. See the Sensory Gardens for Pollinators flyer .
££	Sponsor a perennial flower bed	Pollinator-friendly perennials provide food for insects for many years to come. Choose a range of plants to flower from spring through to autumn, e.g., Heather (spring), Salvia (summer), Rudbeckia (autumn). See the Pollinator-friendly Planting Code .

Work with neighbouring farmers

If your business site connects to farmland, you could consider creating important ecological corridors by working with the landowner to develop connected networks of hedgerows or orchards from your land to theirs. See the AIPP guides to hedgerows and farmland orchards at www.pollinators.ie/farmland/

NATIONAL SPONSORSHIP: larger corporates may consider developing and sponsoring a national pollinator project or may consider funding national pollinator research (Action 33).

To discuss potential initiatives, contact:
pollinators@biodiversityireland.ie

Previous national pollinator projects have included:

- Supervalu – Save the Bees schools campaign (2022).
- An Post – No Mow May postcards to c. 2.3 million homes (2023).



ACTION 25

Work with others to create ecological/ wildlife corridors in your local area

Goal: Use your influence to bring people from different sectors together to begin creating local wildlife corridors.

As you review opportunities to create ecological corridors, consider making contact with the Biodiversity Officer in your area. Use *Actions for Pollinators* to identify other pollinator-friendly sites in your area (example from Sneem below).

To find out more on ecological/ wildlife corridors visit: <https://pollinators.ie/resources/>

Activities might include:

- Collaborating with other businesses in your business/industrial park to create areas of interconnected habitat through reduced mowing and pollinator-friendly planting. Or, where relevant, agreeing a common management strategy for Grounds Maintenance staff, Landscape/Facilities Management Contractors or Asset Managers.
- Working with farmer neighbours adjacent to your business site to deliver evidence-based actions such as interconnected native hedgerows.
- Connecting with others in the community to create a network of interconnected ecological corridors e.g., other businesses, local community groups, schools, faith communities, sports clubs, golf courses etc.



Idea: Consider creating a Biodiversity Walking Trail along ecological corridors to contribute to human health and wellbeing and ensure that everyone can enjoy the resource. Signage can be used to help people learn about pollinators and pollinator-friendly actions along the route. See Page 32.

Raise awareness with employees

ACTION 26

Promote the All-Ireland Pollinator Plan to employees on a monthly basis

Goal: Share the Pollinator Plan monthly newsletter with your employees.

Share the All-Ireland Pollinator Plan newsletter with your employees. Explain how your business is engaging with the AIPP, and encourage them to take part in helping pollinators themselves.



Other activities might include:

- Providing employees with an opportunity to assist with on-site pollinator actions e.g., 'Native tree planting day', 'Bulb-planting day'.
- Allowing employees to take part in citizen science pollinator monitoring schemes to track changes on your business site e.g., Flower-Insect Timed Counts or Bumblebee Monitoring Scheme.
- Providing employees with information on how they can be more pollinator-friendly in their own gardens, balconies, or outdoor spaces.
- Regularly sharing AIPP resources with your employees e.g., Sports Clubs guidelines, Faith Communities guidelines, Local Communities guidelines, Junior Pollinator Plan.

To find out more on AIPP employee engagement visit:

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



Choose an alternative to wildflower seed packets/seed ball type products when gifting to employees, suppliers, community or clients. Alternative options are pollinator friendly trees, bulbs and herbs.



We ran a very successful Carbery Group Biodiversity Photo Competition this year with our staff. It was wonderful for everyone to share their photographs of 'most helpful biodiversity for pollinators' such as native hedgerows, meadows in the wider landscape and pollinator friendly ornamental planting in their gardens."

Enda Buckley
Carbery Group's Sustainability Director

Company governance and accountability

No matter what size of company, consider the following actions as you move towards a nature-positive business model.

Refer to the *Business Scoring for Pollinators Checklist* on Pages 33-35 to track progress.

ACTION 27

Acknowledge your support of the All-Ireland Pollinator Plan

Goal: Publicly profile your engagement with the AIPP, and pollinator-friendly actions.

Add the AIPP logo to your company website/intranet. Include your engagement with the AIPP in your sustainability reporting, referencing your contribution in the AIPP Annual Review report and presence on *Actions for Pollinators*.

ACTION 28

Include key pollinator issues and events in your communications plan

Goal: Incorporate specific pollinator-biodiversity related messaging to stakeholders and your wider publics.

Review the All-Ireland Pollinator Plan communications plan for ideas each month (released annually in January). Engage with AIPP social media posts and align nature-positive marketing to AIPP campaigns.

✂ @PollinatorPlan

📷 @allirelandpollinatorplan



Idea: Create company policies in line with the AIPP's evidence-based guidelines on (a) Pesticide elimination (b) Pollinator-friendly reduced mowing (c) Pollinator-friendly hedgerow management and planting (d) Pollinator-friendly planting.

ACTION 29

Appoint a Biodiversity Champion and develop an in-house Green Team

Goal: Appoint a Biodiversity Champion and/or develop a Green Team.

Many companies have found that a biodiversity 'champion,' someone who is the designated lead on biodiversity activities on site, can help drive the development, implementation and monitoring of these actions. Larger companies should consider developing a company 'Green Team' to support and drive activity across biodiversity and climate.

ACTION 30

Enhance biodiversity and pollinator-friendly actions within your wider ESG efforts

Goal: Ensure that your ESG efforts go beyond climate/carbon and take positive action across your business for biodiversity and pollinators.

Consider how to incorporate biodiversity and pollinator-friendly actions into your company's wider Environmental Social and Governance (ESG) efforts. Actions can include incorporating biodiversity into your company's ESG governance, strategy, targets, reporting and ratings. Larger companies affected by the EU's Corporate Sustainability Reporting Directive (2023) will also need to consider how their business model is compatible with and resilient to relevant local, national and global public policy targets.

"It is important that companies don't just take positive actions for pollinators on their office sites, while in their day-to-day business they are continuing harmful practices."

ACTION 31

Engage at a corporate level with other key national biodiversity related initiatives

Goal: Engage at a corporate level with other relevant nature and biodiversity initiatives.

Consider connecting with:

- Business for Biodiversity Ireland (BFBI) <https://businessforbiodiversity.ie> supporting business in the evolution towards a nature-positive business model.



Business for
Biodiversity
Ireland

BUSINESS
IN THE
COMMUNITY
IRELAND

- Origin Green www.origingreen.ie
- Business in the Community Ireland <https://www.bitc.ie/>
- Chambers of Commerce

i Idea: It is important that the Board and Leadership teams have the necessary nature-related skills and competencies to make informed decisions for their business. Consider training and education on biodiversity, and appointing people with relevant nature backgrounds.

ACTION 32

Ensure the All-Ireland Pollinator Plan recommendations are included in procurement and tendering

Goal: Where relevant, ensure buying and procurement of products and services are aligned to AIPP guidance.

Include in all tenders:

- ✓ AIPP participation as part of Award Criteria/'Criteria of Evaluation' (Sustainability/Biodiversity) within your tender process.
- ✓ Include the requirement for a supplier to have a pollinator-biodiversity policy aligned with the AIPP guidelines.



PRODUCTS – procurement for your site

When buying plants or products from nurseries or garden centres, or through third parties such as landscapers, grounds maintenance, facilities management or asset management companies, ensure your purchases comply with AIPP recommendations. Review the individual guidelines at: <https://pollinators.ie/resources/> Give particular consideration to the following:

What to buy	AIPP recommendations	Further information
Native trees and hedgerows	Ensure you purchase native and local provenance stock.	See Native Pollinator-friendly Trees and How-to-guide: Hedgerows for Pollinators .
Heritage fruit trees	Help preserve Ireland's genetic diversity by choosing heritage fruit trees for your orchard.	See How-to-guide: Traditional Orchards and Fruit Trees for Pollinators .
Pollinator-friendly ornamental planting	Choose pollinator-friendly flowers, bulbs, shrubs and trees. Make sure any plants you buy have not been treated with pesticides.	See Pollinator-friendly Planting Code .
Peat-free compost	Use peat free compost and help protect important peatland habitats.	
Avoid pesticides, herbicides, insecticides	Choose alternatives to pesticides, insecticides, herbicides. N.B. Purchase horticultural plants that have not been pretreated with pesticides.	See advice on pesticide alternatives at: www.pollinators.ie

SERVICES – procurement for site management

Ongoing pollinator-friendly management, such as reduced mowing, is vital for creating a landscape where biodiversity can thrive. When procuring and planning management and maintenance of your business site, ensure that pollinator-friendly practices align with the relevant AIPP guidelines. These guidelines can be downloaded for free from the All-Ireland Pollinator Plan website at <https://pollinators.ie/resources/> Some common services are listed below:

Service	AIPP recommendations and resources
Managing native hedgerows	See How-to-guide: Hedgerows for Pollinators .
Creating meadows through reduced mowing	See How-to-guide: Creating and restoring meadows in local communities and gardens . Note: Consider asking the management company to use a Zero Grazer to cut and lift grass within short or long-flowering meadows.
Creating and managing orchards	See How-to-guide: Traditional Orchards and Fruit Trees for Pollinators .



Idea:

SURVEYS – on your site or in your community

When commissioning a Baseline Ecological Survey, specify that it should follow the *National Pollinator Monitoring Scheme* methodology. See the Chartered Institute of Ecology and Environmental Management www.cieem.net for a list of professional ecologists.

ACTION 33

Invest in pollinator friendly nature-positive research projects on the island of Ireland

Goal: Consider making a commitment to help Irish biodiversity research.



To invest specifically in pollinator research centred on the IPBES five drivers of biodiversity loss, contact Professor Jane Stout stoutj@tcd.ie or Dr Úna FitzPatrick uftzpatrick@biodiversityireland.ie to discuss in more detail. For information on current and upcoming research strands in pollinators and related areas, see the research pages on the All-Ireland Pollinator Plan website: <https://pollinators.ie/research/>

Resources for specific business types

The All-Ireland Pollinator Plan has tailored resources for different business types, available for free on the website <https://pollinators.ie/resources/>. Here are some of the main sector-specific guidelines, with more planned in the future.



Agri business/processors

Farmland: actions to help pollinators

This guideline provides a simple framework to support pollinators on farmland. Agri businesses/ processors can encourage farm suppliers and growers in their supply chain to follow these evidence-based actions.

Nurseries and Garden Centres

We recommend that nurseries and garden centres stock plants in line with the All-Ireland Pollinator Plan **Pollinator-friendly Planting Code**. When supplying bulbs/shrubs/trees, make sure you align your offerings with the AIPP guidelines. To help biodiversity, particular consideration should be given to the following:

- Ensuring all native species trees and hedgerow plants are of native and local provenance.
- Ensuring ornamental plants have not been treated with pesticides.
- Using peat-free compost in your business practices.
- Avoiding species that can be invasive e.g., Butterfly Bush (Buddleia), Rhododendron, Fuchsia, Snowberry, Sycamore, Rockspray Cotoneaster, Crocosmia etc.



Wind Farms & Solar Farms

Developed in conjunction with Wind Energy Ireland and the Irish Solar Energy Association, these guidelines will help you choose evidence-based actions to include in the management plan for your wind farm or solar farm as a land owner, O&M company, developer or investor.



Golf Courses

Developed in conjunction with the Golf Association of Ireland, this guideline will help you determine evidence-based actions on non-course areas with no impact on the fairway or green.



Sports, Health & Fitness Clubs

These guidelines will help determine evidence-based actions for pollinators at your club. If you have an employee agreement with a local sports club, consider encouraging them to take actions for pollinators. Are you a member of GAA Club? Review the Green Club Toolkit <https://learning.gaa.ie/GreenClub> developed in conjunction with the AIPP.

How pollinator-friendly is your business car park?

Many businesses may have networks of car parks across the island. These car parks have the potential to provide vital pollinator pit-stops. This flyer provides an outline of pollinator-friendly actions specifically for car parks, which can be delivered on sites such as retail, hotel, tourism/leisure and urban/industrial business.

To help those businesses considering making their car parks pollinator friendly, we have developed an Assessment Table.

We thank **Lidl Ireland** for their help in developing this tool. It provides the opportunity to transparently assess the pollinator value of each car park.

Use the actions below to give your site bronze, silver, or gold status. Depending on the size and location of your site, some actions will be possible, and others won't. For example, planting trees and hedgerows may only be possible in larger or rural sites. Smaller, urban sites may only be able to eliminate pesticides or plant pollinator-friendly containers.



Action	Bronze	Silver	Gold
Protect and plant native pollinator-friendly hedgerows	-	-	<ul style="list-style-type: none"> Site has a native pollinator-friendly hedgerow - target at least 10m *
Protect and plant native pollinator-friendly trees	-	<ul style="list-style-type: none"> Site has at least one pollinator-friendly native tree 	<ul style="list-style-type: none"> Site has more than two pollinator-friendly native trees
Reduce mowing of grassy areas	-	<ul style="list-style-type: none"> One third of grassy areas are managed as short-flowering meadows or margins encouraging natural regeneration of wildflowers. Avoid sowing wildflower seed. 	<ul style="list-style-type: none"> Over one third of grassy areas are managed as short-flowering meadows or margins, encouraging natural regeneration of wildflowers. Avoid sowing wildflower seed.
Eliminate pesticides	<ul style="list-style-type: none"> Pesticide use eliminated. 	<ul style="list-style-type: none"> Pesticide use eliminated. 	<ul style="list-style-type: none"> Pesticide use eliminated.
Plant ornamental pollinator-friendly flowers	<ul style="list-style-type: none"> Ornamental pollinator-friendly plants in three locations e.g., hanging baskets, planters, flower beds. Choose plants recommended by the All-Ireland Pollinator Plan. 	<ul style="list-style-type: none"> Ornamental pollinator-friendly plants in three locations e.g., hanging baskets, planters, flower beds. Choose plants recommended by the All-Ireland Pollinator Plan. 	<ul style="list-style-type: none"> Ornamental pollinator-friendly plants in three locations e.g., hanging baskets, planters, flower beds. Choose plants recommended by the All-Ireland Pollinator Plan
Add your actions to the Actions for Pollinators mapping system	<ul style="list-style-type: none"> Site and actions added to the Actions for Pollinators GIS mapping system. 	<ul style="list-style-type: none"> Site and actions added to the Actions for Pollinators GIS mapping system. 	<ul style="list-style-type: none"> Site and actions added to the Actions for Pollinators GIS mapping system.

* On sites where it is not possible to have a hedgerow, this can be replaced with 10 native trees on the site. If existing native trees are present on site, they can be counted, but the targets should be met by adding native pollinator-friendly options.

“ As a leading sustainable retailer with 39 pollinator stores across the island of Ireland, Lidl is delighted to have been involved in the development of the ‘Retailers for Pollinators Assessment Table’. The purpose of this table is to provide clear and actionable guidelines which have a positive impact on pollinators. We hope this simple table will encourage retailers across the island to aim for Bronze, Silver or Gold status across their stores and wider operations, to create holistic wildlife habitats.”

Eimer Torley, Sustainability Manager, Lidl Ireland

Example of a Biodiversity Walking Trail

Many business sites have space around the perimeter or car park where employees may walk or jog. Incorporate these routes into a biodiversity walking trail with signage to identify interesting existing habitats e.g., native hedgerows, mini-woodland, orchard, naturally regenerated meadow.



Business Scoring for Pollinators Checklist

This checklist is a self-assessment scoring tool to be used alongside the recommendations in this guideline. It is designed to:

- ✓ Help you choose and prioritise actions that are suitable for your business.
- ✓ Show how valuable each action is compared with the others.
- ✓ Help you determine a 'pollinator-friendly score threshold' to aim for.
- ✓ Help you track your progress over time, scoring your business year on year as your work develops.

The checklist is divided into two sections. The first section 'On-site actions' refers to actions taken on a physical site or sites. The second section, 'Communication and governance actions' refers to actions taken through company governance and communications.

Every company is different, and not all companies will score under each section.



SECTION 1: On-site actions to help pollinators

ACTIONS	Max. score	Yearly score
A. Identify and protect existing areas that are good for pollinators	20	
1 Create an On-site Map of existing sources of food and shelter	2	
2 Develop a plan to protect existing areas of biodiversity	5	
3 Identify which pollinators have already been spotted in your local area	3	
4 Carry out a baseline ecological survey on your site(s) including tailored advice for managing it	10	
B. Mow less in grassy areas	20	
5 Create a short-flowering meadow		
Manage at least one third of all grassy areas as short-flowering meadows through reduced mowing.	10	
6 Create a long-flowering meadow		
Aim to create as much long-flowering meadow as your site allows through reduced mowing. It can be in multiple locations across the site.	10	
C. Pollinator-friendly planting	20	
Native planting:		
7 Maintain or plant a native flowering hedgerow		
Manage at least 30m of native hedgerow on your business site.	6	
8 Plant native, local provenance, pollinator-friendly trees and shrubs		
Maintain or plant at least 15 native pollinator-friendly trees/shrubs on your business site.	3	
Ornamental planting:		
9 Plant an orchard of flowering fruit trees		
Create at least one heritage fruit orchard, with at least five fruit trees.	3	
10 Plant pollinator-friendly ornamental trees and shrubs		
At least 50% of ornamental trees and shrubs are pollinator-friendly and planted in appropriate locations.	2	
11 Plant pollinator-friendly perennials		
Create at least three beds of pollinator-friendly perennials, each at least 2m ² . 1 point per 2m ² .	3	
12 Plant pollinator-friendly bulbs		
At least 50% of all bulbs planted are pollinator friendly.	2	
13 Add pollinator-friendly bedding plants to containers and hanging baskets		
Mix pollinator-friendly plants into at least 75% of all containers/ hanging baskets.	1	
D. Provide wild pollinator nesting habitat	5	
14 Provide nesting habitat for bumblebees		
Leave at least 10m ² of undisturbed long grass as nesting sites for bumblebees and other insects.	2	
15 Provide nesting habitat for mining solitary bees		
Manage at least two areas of bare soil for mining solitary bees, each with an area of at least 50cm ² .	2	
16 Provide nesting habitat for cavity-nesting solitary bees		
Manage at least five unvarnished wooden blocks or bee hotels for cavity nesting solitary bees.	1	

E. Eliminate or reduce the use of pesticides	20 max.	
17 Eliminate pesticide use from your business site (Note: Herbicides should still be used on invasive species)	20	
18 Reduce pesticide use on your business site by 50%	10	
Mapping, tracking & measuring progress	15	
19 Measurement - Log your 'Actions for Pollinators' on the biodiversity-accountability GIS portal	5	
20 Monitoring - Commission a repeat ecological survey at least every 5 years	5	
21 Monitoring - Participate in the Bumblebee Monitoring Scheme	3	
22 Monitoring - Submit monthly Flower-Insect Timed Counts	2	
Total	100	

SECTION 2: Communication & governance actions to help pollinators

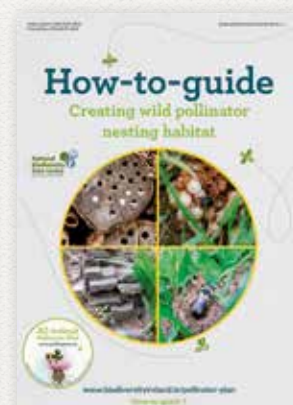
ACTIONS	Max. score	Yearly score
Raise awareness of pollinators within your value chain	40	
Raise awareness in your supply chain:		
23 Promote the All-Ireland Pollinator Plan to suppliers	15	
Raise awareness in your local community:		
24 Sponsor pollinator activities in your local area	10	
25 Work with others to create wildlife corridors in your local area	10	
Raise awareness with employees:		
26 Promote the All-Ireland Pollinator Plan to employees on a monthly basis	5	
Company governance and accountability	60	
27 Acknowledge your support of the All-Ireland Pollinator Plan	5	
28 Include key pollinator issues and events in your communications plan	5	
29 Appoint a Biodiversity Champion and develop an in-house Green Team	5	
30 Integrate the All-Ireland Pollinator Plan/Biodiversity into your ESG	10	
31 Engage at a corporate level with other key national biodiversity related initiatives	10	
32 Ensure the All-Ireland Pollinator Plan recommendations are included in all procurement and tendering	15	
33 Invest financially in pollinator friendly nature-positive research projects on the island of Ireland	10	
TOTAL POINTS	100	

This booklet is one of a series of guidelines produced to help different sectors take actions under the All-Ireland Pollinator Plan. For more information and other useful resources, please see www.pollinators.ie



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About the National Biodiversity Data Centre

The National Biodiversity Data Centre is a national organisation that collects and manages data to document Ireland's wildlife resource, and to track how it is changing. See maps.biodiversityireland.ie

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