



## **All-Ireland Pollinator Plan (2023): *Business Supporters – Annual Review***

**‘Businesses – nature-positive through actions for pollinators’**



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



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



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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 (2023): *Business Supporters - Annual Review***

### **1.0 FOREWORD**

Another year of global instability, fuelled by the terrible wars in Gaza and Ukraine, and a seemingly unending series of climate-related disasters has accelerated, almost exponentially, the complex pressures on business already striving to address challenges across energy, water, circular economy, climate and, of course, biodiversity.

Tackling biodiversity loss can feel nebulous and vast, with many possible solutions and potential offerings. We know we have to act fast and be ambitious in our restoration of nature, but we must also be considered and diligent in our endeavours.

#### **Pollinators as a ‘proxy’**

‘Ambition’ meets evidence-based actions in the All-Ireland Pollinator Plan (AIPP), an entry level into biodiversity on any site, for any size of company and within any sector. Simply put, when we support pollinators – think of them as a ‘proxy’ - we have an almost immediate ‘impact’ on wider biodiversity.

Consider incorporating the AIPP framework as a biodiversity pillar in your ESG/sustainability plan. It is aligned to ISO14001:2015 and the UN Sustainable Development Goals (SDGs) 15 and 13, and provides:

- (i) Evidence-based actions – to help shape ‘value chain’ SMART targets (employees, suppliers, community).
- (ii) A publicly available GIS mapping and reporting accountability structure.
- (iii) And formal mechanisms to track (measure) what is happening on your business site through pollinator monitoring/recording initiatives.

#### **All-Ireland Pollinator Plan 2021-2025**

Now in its eighth year, the AIPP has gathered momentum across the island through the participation of over 300 businesses, local Councils (100% across the island), over 100 government departments and NGOs, as well as many thousands of communities/volunteer groups, farmers, schools, and gardeners.

#### **Our strengthening relationship with our funders**

The *National Biodiversity Data Centre* expresses its deep gratitude to the joint funders.

In 2023, the Agri-business officer position was part funded by Bord Bia Origin Green. Funding was also provided by Natural Capital Ireland (supported by the National Parks and Wildlife Service), with this used to support the Business for Biodiversity Platform.

#### **Bord Bia’s Origin Green food sustainability programme**

As part of the deepening partnership with Origin Green, the AIPP delivered three webinars within the ‘*Origin Green – Pathways to Pollinator-Biodiversity*’ series, participated in Bord Bia’s Bloom event (June 2023) and has engaged with numerous agri-business and non-agri-business in helping with the understanding and delivery of AIPP evidence-based actions. Origin Green provides the AIPP structure within members' targets (optional). Sarah Kelly continues to strengthen and expand the business supporter network.

### **Business for Biodiversity Platform** [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

The multi-stakeholder platform is being established using seed funding, provided by the Department of Housing, Local Government and Heritage (DHLGH) and the Department of Agriculture, Food and the Marine (DAFM) and, over a three-year period The National Biodiversity Data Centre (NBDC) and Business in the Community Ireland (BITCI) are supporting development of the Platform. It is due to launch in early 2024 and will provide webinars, ‘communities of practice’, learning tools and courses for businesses who wish to strengthen their nature-positive credentials, through a collegiate-style, peer-learning mechanism, which ties into the European and global business and biodiversity initiatives.

### **Social Innovation**

The All-Ireland Pollinator Plan continues to collaborate with ChangeX ([www.changex.org](http://www.changex.org)), the social innovation platform which 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.

### **Re-emergence and arrival of new wild bees as our climate changes**

We announced the re-discovery of the Perkins’ mining bee in 2023, not seen in Ireland in 50 years. You may recall we announced the arrival of the Hairy Footed Flower bee (*Anthophora plumipes*) in March 2022 and the Ivy bee (*Colletes hederæ*) in November 2021.

### **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.

As regulations such as the EU’s *Corporate Sustainability Reporting Directive* (CSRD) - and 2029’s *Corporate Sustainability Due Diligence Directive* (CSDDD) - 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.

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

**Dr Úna 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 AIPP is implemented by the **National Biodiversity Data Centre**, and actively addresses a time-critical biodiversity challenge.
- It is a shared plan of action for the island now in its eighth year, which builds on targets within *The EU 2030 Biodiversity Strategy*. It is cited in Ireland's 3<sup>rd</sup> National Biodiversity Action Plan; the 4<sup>th</sup> NBAP is due to be published in 2024. It is also 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 Bord Bia's Origin Green Charter as pollinator actions supporting members' biodiversity targets.
- 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 **316** 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

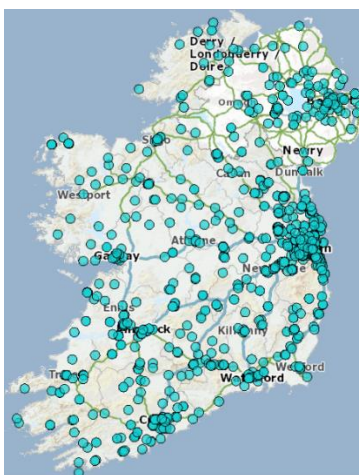
Implementation of the All-Ireland Pollinator Plan 2021-2025 is being coordinated by the National Biodiversity Data Centre. The National Biodiversity Data Centre is a Company Limited by Guarantee. Register Number: 730718



## Businesses – the drive towards nature-positive

## 2023's Actions for Pollinators (GIS) View

Thank you to all businesses who have mapped for taking the time. N.B. AIPP will continue to work with companies still to map ('In Train') on '*Actions for Pollinators*' (GIS) through Q1 of 2024.



We are so grateful to our funders. In 2023, the Agri-business officer position was part funded by Bord Bia Origin Green. Funding was also provided by Natural Capital Ireland (supported by the National Parks and Wildlife Service). The financial support they have provided in 2023 has enabled the AIPP to engage with **74** new business supporters and many existing AIPP business supporters.

Participation in, and speaking at, Bord Bia's annual Bloom event also provided a key point of engagement with a wider audience. The Agri-business officer also delivered numerous online webinars and one-to-one Teams meetings with businesses to present the simple entry-level into biodiversity. We are delighted to continue to support Origin Green Members and the wider business community on this nature-positive journey.

All-Ireland Pollinator Plan (2023): **Business Supporters - Annual Review**



The multi-stakeholder platform is being established using seed funding, provided by the Department of Housing, Local Government and Heritage (DHLGH) and the Department of Agriculture, Food and the Marine (DAFM) and, over a three-year period [The National Biodiversity Data Centre \(NBDC\)](#) and [Business in the Community Ireland \(BITCI\)](#) are supporting development of the Platform.

In 2023, the Agri-business officer has participated in the BFBI *Communities of Practice*, provided key information to support the development of the platform and has also created every opportunity to signpost AIPP Business supporters to the platform.

This report would not happen without the support of our funders which has facilitated the engagement with an extensive network of multi-sector businesses across the island to help them understand this simple 'entry-level into biodiversity'.

### **Business Sponsorship in the community – eliciting an evidence-based response**

Pollinator-related community sponsorship is on the rise as businesses employ the AIPP companion resources ([Resources » All-Ireland Pollinator Plan \(pollinators.ie\)](#)) to elicit evidence-based responses with their sponsorship.

We are seeing a year on year increasing focus on pollinators through:

- The Tidy Towns *Local Authority Pollinator Award* funded by the Heritage and Biodiversity Officers and judged by the AIPP.
- The social innovation platform ChangeX with the AIPP evidence-based pollinator-ready projects - [Start Pollinator Plans \(changex.org\)](#).

Fascinating potential companion projects are emerging through the *GAA Green Clubs Toolkit* [GAA Green Club Programme | Tobar](#) - the AIPP collaborated on the biodiversity section - and through *Biodiversity in Schools Pollinator Project* ([biodiversityinschools.com](#)). And there is also some wonderful work underway to support our rare and beautiful Large Carder Bee which we will tell you more about in 2024.

### **Pollinator Monitoring and Measurement – a next step for AIPP business supporters**

Equally exciting is that we are seeing an uptick in 'measurement' as businesses embark on baseline ecological surveys via the *Chartered Institute of Ecology and Environmental Management* ([www.cieem.net](#)) including the National Pollinator Monitoring Methodology.

We are also seeing an increase in those participating in the formal scientific mechanisms/schemes to measure the success of evidence-based actions through the very simple weekly Flower Insect Timed (FIT) Counts and the more complex (but very do-able for non-pollinator experts) monthly Bumblebee Monitoring Scheme <https://pollinators.ie/record-pollinators/>

We would encourage every AIPP business supporter in 2024 to participate in one, or both, of the above schemes as a key formal, scientific 'measurement' piece. We honestly cannot stress how valuable the data provided is. It allows us to track properly what is happening with our wild pollinators, and to identify the best actions to protect them. Without the generous efforts of existing participants, we simply would be unable to do this.

### **New Publications 2023 [Resources » All-Ireland Pollinator Plan \(pollinators.ie\)](#)**

- In this year AIPP has published companion resources for business including: Car Parks for Pollinators flyer, Pollinator-friendly management of Solar Farms guideline, Sensory Garden flyer, How-to-guide: Creating and restoring Meadows in local communities and gardens, Top Ten pollinator-friendly plants for different situations, Orchards guidelines and specific guidelines on helping the Large Carder Bee.
- Other publications: the AIPP and Origin Green collaborated on and published [Pathways to Pollinator-biodiversity – Processors' supply chains](#). And in conjunction with Clúid, is the housing



related *Landscaping and Biodiversity Guide for New Developments* [Landscaping-and-Biodiversity-Guide-for-web.pdf \(cluid.ie\)](#).

Due for publication in Q1 of 2024 are the updated AIPP *Businesses: actions to help pollinators* guidelines which will include not only a *Business Pollinator Scoring Checklist* to help identify how valuable an action is, but also a handy, easy-read *Retailers for Pollinators Assessment* Table to identify how pollinator-friendly your retail/business car park is.

We are humbled and are so grateful to all AIPP Business Supporters for the commitment and drive to deliver evidence-based actions in 2023 in support of the island's pollinators and wider biodiversity reflected in this *Annual Review 2023*.

*This is your journey. These are your stories.*

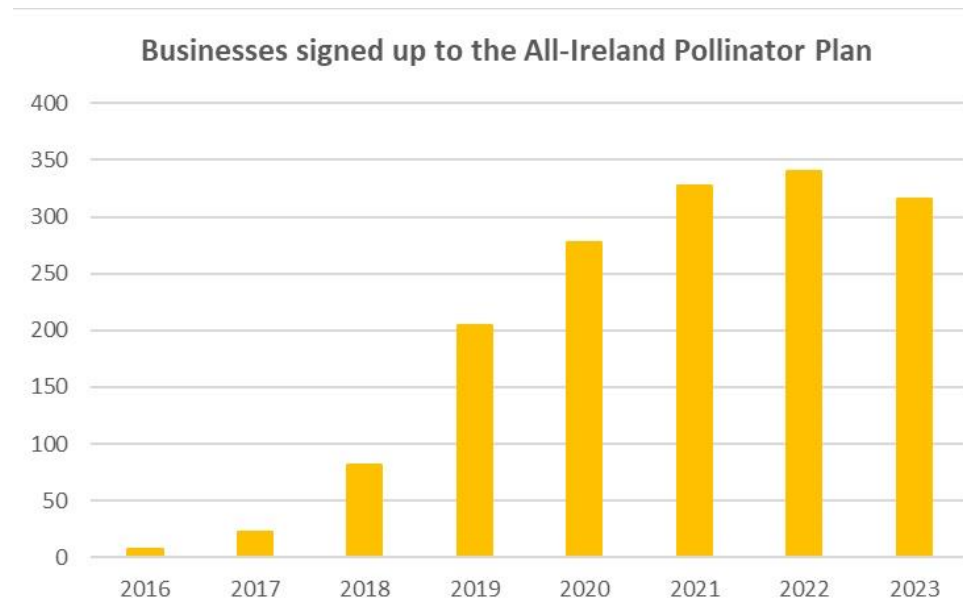
**Sarah Kelly**  
**Agri-business Officer**

#### 4.0 2022 ANNUAL REVIEW – the stats

This fifth Annual Review 2023 provides an update of the evidence-based actions each business is taking to deliver on the AIPP inside and outside their buildings, supported by their ‘value chain’ (**Employees, Suppliers** and local **Communities**).

Since inception, the number of AIPP businesses supporters has increased year on year. This year the AIPP saw a slight decrease in business supporters.

- **An increase of 74 new businesses**, in the period *1 November 2022 – 31 October 2023* from 335 supporters to 409, was experienced.
- With the new 2021-2025 phase requirement for businesses to submit an Annual Review report and map actions on ‘*Actions for Pollinators*’, **93 have not submitted and will be removed from the business supporters list**. N.B. They may re-engage at any point.
- **59 of Bord Bia Origin Green’s verified member companies have reported** which has been confirmed by Origin Green.
- For 2023, **316** (59 Origin Green members plus 257 multi-sector) businesses across the island are supporting the All-Ireland Pollinator Plan 2021-2025 (AIPP) through actions for pollinators-biodiversity.



Year	2016	2017	2018	2019	2020	2021	2022	2023	Total
NEW business supporters	7	14	65	139	49	142	93	74	316

**\*Mandatory requirements to participation introduce: 2022 mapping on ‘Actions for Pollinators’ (GIS) and 2021 the first year the written response mandatory.**

## 5.0 KEY LEARNING 2023 [www.pollinators.ie](http://www.pollinators.ie)

As the AIPP engages further with business our understanding of messaging is improving. The following are recurring themes.

### On site evidence-based actions: [Resources » All-Ireland Pollinator Plan \(pollinators.ie\)](#)

<b>Mow less in grassy areas is the No.1 action to support wild bees on your business site.</b> 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. Review the level of biodiversity supported by a reduced mowing meadow Page 6 <a href="#">Meadow-Guideline-2023-WEB.pdf (pollinators.ie)</a>
<b>Native pollinator-friendly hedgerows are an excellent biodiversity action to support wild bees.</b> They provide food, shelter, nesting (beneath in the tussocky grass) 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> , both great food sources, if present. <i>Beech/Laurel</i> , though beautiful, are NOT great for pollinators. For businesses adjacent to farmland, consider working with your farm-neighbours to develop a native hedgerow <i>Farmland: actions to help pollinators</i> <a href="http://www.pollinators.ie/farmland">www.pollinators.ie/farmland</a>
<b>Designate specific nesting wild bee nesting sites on your business site including:</b> a south facing earth banks/verge, tussocky grass at the base of a native hedgerow, cracks in an old stone wall, a bee hotel.
<b>Eliminate or reduce the use of pesticides</b> (herbicides/insecticides) – this cannot be emphasized enough. <b>N.B. Continue to spot spray invasive species</b> <a href="http://www.invasives.ie">www.invasives.ie</a>

### On site actions to be aware of:

<b>Check the provenance of native pollinator-friendly hedgerow (OR individual tree) options.</b> A Blackthorn purchased from central Europe will flower at the wrong time of year for our wild bees.
<ul style="list-style-type: none"><li>• Choose Peat Free products (protecting a key habitat).</li><li>• Eliminate pesticides where possible. N.B. Continue to spot-spray invasive species (<a href="http://www.invasives.ie">www.invasives.ie</a>)</li><li>• Choose Neonicotinoid Free products.</li></ul>

### On site actions to avoid (also when considering sponsorship):

<b>Sowing/scattering wildflower seed mixes is NOT a biodiversity action under the AIPP.</b> It is a <i>horticultural</i> action. Make the distinction. Non-native mixes may contain invasive species such as Black Grass – potentially devastating for agricultural land. Native mixes may contain a high percentage of annuals so may need re-sown next year. Review <a href="#">Why we don't recommend wildflower seed mixes » All-Ireland Pollinator Plan (pollinators.ie)</a>
<b>Seed bombs/wildflower seed packets as corporate gifts/community sponsorship is NOT a biodiversity action.</b> Instead, think about early spring bulbs <i>Crocus/Grape Hyacinth</i> for early Bumblebees or Heathers or Herbs. Review pollinator-friendly options here: <a href="#">Top-Ten-pollinator-plants-Guide-WEB.pdf (pollinators.ie)</a>
<b>To have honey bee hives on your business site is NOT a biodiversity action under the AIPP.</b> Managing honeybees is a wonderful hobby and a personal/company choice. The honeybee, as a managed pollinator, is not under threat and increased numbers may create competition for food for our 100+ species of wild bee. Please seek expert advice from a local beekeeping association if you are considering.

### Suggested communication & governance actions (value chain) [www.pollinators.ie/resources](http://www.pollinators.ie/resources)

<b>Is your Landscape Contractor/Grounds Maintenance company signed up to the AIPP?</b> Are they implementing the evidence-based actions on your behalf? If not, why not?
<b>Check out Business for Biodiversity Ireland</b> – a nature-positive platform for peer-learning, knowledge (science) and policy insights <a href="http://www.businessforbiodiversity.ie">www.businessforbiodiversity.ie</a>
<b>If sponsoring a nature-related project, ensure your sponsorship elicits an evidence-based action.</b>
<b>Map, track and monitor your actions through</b> - <a href="#">Actions for Pollinators (biodiversityireland.ie)</a> (GIS) and <a href="https://pollinators.ie/record-pollinators/">https://pollinators.ie/record-pollinators/</a>

## **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 businesses eligible in **Pages 12-79**.
- Business supporters A-Z of all other businesses who have submitted a report **Pages 80-319**.




## **Conclusion**

As 2024 begins, we understand the unparalleled influence and drive business has to protect and restore land where pollinators can thrive.

We THANK YOU for all the incredible work you are doing as stewards of the land, in protecting our wild pollinators-biodiversity on your site(s), and in communicating to your value chain the simplicity of the 'ask' and the nature of the 'task' ahead.

## 6.0 Origin Green Companies A-Z – MANUFACTURERS

N.B. Origin Green has verified this list 29.11.23.

Name of Business	ACTIVITY UPDATE to support AIPP
<p>1a <b>ABP Food Group</b> <b>Bandon</b></p>   	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> – We have retained a biodiversity area including a bug hotel and pond on site.</li> <li><b>B</b> – Reduced mowing of one area on site by converting it to a long flowering meadow.</li> <li><b>C</b> – Planted a native wildflower meadow. Fertilised allotments on site with compost made on site.</li> <li><b>D</b> – Hedgerows and earth banks have been retained in biodiversity area for nesting habitats.</li> <li><b>E</b> – We are looking into eco alternatives for pesticides on site.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We gifted 100 native Irish trees to the local secondary school.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We have increased the number of species in our Native hedgerow.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We:</p> <ul style="list-style-type: none"> <li>Sponsored 100 native Irish trees to the local secondary school.</li> <li>Are engaging with staff members encouraging make use of the allotments provided to them for growing their own produce.</li> <li>Are hot composting food waste on site which is being made available to the staff growing produce in the allotments.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>The plan for 2024 is to continue composting food waste on site and increase the volume we are composting. This extra compost will hopefully be made use of by the local community/staff members. More trees are to be planted on site in 2024.</p>

1b

**ABP Food Group  
Cahir**


Signed up December 2016

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.****UPDATE 2023**
**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – Retained our biodiversity area.
- **B** - ABP Cahir has maintained our No Mow policy in our biodiversity areas on site.
- **C** - We have planted a 'Wellness Garden' on site as an area for staff to sit on breaks. In this area we planted a cherry tree and many pollinator-friendly flowers such as coneflowers, daisies, catmint, crane's- bill, geraniums, and verbenas.
- **D** - We have eliminated all pesticides and herbicides on site, except where spot spraying is necessary.
- **E** - We have 2 bee hotels on site in ABP Cahir that have resident wild bees. 2 bee hotels were also installed in Coláiste Dún Iascaigh.
- **F** - ABP Cahir has also collaborated with the Cahir Tidy Towns Committee to plant native trees and wildflower species in areas such as the Swiss Walk and the Inch Field in Cahir while also maintaining the biodiversity already present. We are protecting our pollinator habitats on site and off site such as stone walls and areas of pollinator friendly plant species. In collaboration with Coláiste Dún Iascaigh in Cahir a biodiversity area was created on the school campus and planted 150 pollinator friendly trees and wildflower patches, this project also involved the Tidy Towns. Wildflowers were planted with Cahir primary school Bunscoil na Cathrach with the students.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We planted native pollinator friendly trees with the Tidy Towns and local supplier farmer and on site we allowed wildflowers to grow naturally in our biodiversity areas.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We have no beehives on site, only our solitary bee hotels.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- ABP Biodiversity Officer Krista Keating gave talks in the local schools educating students on the importance of biodiversity, water stewardship and climate change actions. Students also engaged with creating 5-year biodiversity action plans for their campuses and were very hands on when tree and flower planting was done as well as species richness surveys. On Sunday August 13<sup>th</sup>, ABP Cahir was asked to take part in National Heritage Week in Cahir at the Heritage Sunday Event. ABP was asked to create a display stand to educate on the importance of biodiversity, the risks of invasive species and to advertise all ABP Cahir does for the local environment. Shauna O' Dwyer, biodiversity champion attended the fun day in the Inch Field and set up a stand with a bee hotel, colouring pages for children and information packets, all illustrating the importance of protecting our local pollinators. Adults and children alike were very interested in becoming more biodiversity conscious and wanted to learn how they could protect and maintain biodiversity at home.
- On Friday September 15<sup>th</sup>, Shauna gave a presentation to this year's TY students in the local secondary school on biodiversity and sustainability and encouraged the class to come up with ideas for biodiversity projects in the school.

**\*BIODIVERSITY MEASUREMENT & MONITORING**
**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Works are ongoing on our wastewater treatment plant making access to our biodiversity corridor difficult but once this is done, we plan to cut back the overgrown grasses, allow a wildflower meadow to grow naturally and install some insect hotels.
- We will continue to celebrate World Bee Day.
- We will continue our community engagement with the Tidy Towns and primary and secondary schools, and we hope to engage with more schools locally.
- We will continue our initiative with local farmers to plant trees and educate on farm biodiversity.
- We are creating brochures for each ABP site about the biodiversity actions taken within the group.

1c

**ABP Food Group  
Clones**



Signed up December 2016

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In 2023, ABP Clones expanded on its 2022 project of school tree planting by planting another 45 native trees across 6 local schools, parks, and amenities in County Monaghan. This event allowed us to engage with the students and teachers and raise their awareness and knowledge of biodiversity.

Along with planting in local areas, ABP Clones also:

- C - planted 85 native trees in its own on site dedicated biodiversity corridor.
- B - This area has also been designated a mow once a year area to allow for a pollinator friendly habitat to develop on its accord.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Our biodiversity corridor is now cut once a year area to allow for it to become a natural habitat.




**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?**

There is currently no honeybee hives or apiary on site, but this is something in which ABP Clones is looking into for 2024.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Through the tree planting initiative undertaken by ABP Clones, several community outlets were reached over the topic of biodiversity. Communities engaged with involved local schools, Tidy Towns, residential care homes, public amenities. In all



	<p>cases members from the communities aided staff of ABP Clones in the planting and upkeep of the trees.</p> <ul style="list-style-type: none"> <li>Through this engagement not only did ABP Clones raise the awareness of biodiversity but also the public's knowledge of biodiversity. ABP biodiversity leaflets were handed out to all members who participated.</li> <li>All on site members of staff at ABP Clones were given a ABP biodiversity leaflet and encouraged to go and visit the designated biodiversity corridor on site. This was to encourage them to gain an interest in biodiversity.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES – we previously were not on the map but we are now.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ol style="list-style-type: none"> <li>To engage with local farmers in a sponsored planting of native trees on their farms.</li> <li>Increasing the number of native pollinator friendly shrubs and plants in the biodiversity corridor.</li> <li>By making the biodiversity corridor more attractive to members of staff and the public by including pathways, pollinator hotels, biodiversity toolbox talks in the area.</li> </ol>
<p><b>1d ABP Food Group Nenagh</b></p>   	<p>Signed up December 2016</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>In the past year, ABP partnered with two schools to boost on-site biodiversity.</li> <li>The collaboration undertaken with St. Ailbes Secondary School in Tipperary Town and Gurteen College reflects a commitment to fostering environmental stewardship and biodiversity awareness within educational institutions. This initiative involves the provision of a substantial number of trees to both schools, thereby serving as a testament to their dedication to ecological sustainability.</li> <li>At St. Ailbes Secondary School, a strategic long-term biodiversity plan has been set in motion, encompassing a comprehensive timeline of three years. As an integral component of this plan, an allocation of 120 trees has been thoughtfully provided, facilitating the active participation of students in the planting process. By engaging students directly in this effort, the school is teaching valuable hands-on experience regarding the fundamental role that trees play in preserving ecological balance.</li> <li>Gurteen College's innovative 'Diamond Grove' initiative entails planting 75 native trees to symbolize its 75-year history, celebrating both legacy and conservation. In addition, the college's hedge planting strategy, now incorporating 425 trees, demonstrates a holistic approach to ecological diversity and sustainability.</li> </ul>

- These institutions demonstrate sustainable practices, biodiversity advocacy, and educational engagement through tree planting. Their efforts not only enrich local ecosystems but also cultivate a culture of environmental responsibility.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** In 2022, perennial wildflower species were planted as part of ABP Nenagh's on-site biodiversity hub. Consequently, there was no sowing of wildflowers in 2023. However, St. Ailbes School will receive wildflowers this autumn as part of their 3-year biodiversity plan.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? In 2023, no additional actions were undertaken, given that 5 insect hotels and perennial wildflowers were introduced to the on-site biodiversity hub in 2022.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The biodiversity actions we've taken in partnership with St. Ailbes Secondary School and Gurteen College are a clear example of how we're communicating our commitment to pollinator biodiversity in a practical way. Through these initiatives, we effectively demonstrate our commitment to pollinator conservation by translating words into actions. We've chosen native tree species and added them to hedges to create diverse habitats, all based on what we know works best for the local environment in these areas. At the core, these efforts highlight our strong commitment to creating a sustainable environment for pollinators while involving local communities.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? In touch with schools, trees were donated to.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES** – two studies carried out in August.
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**

**YES.** The Pollinator plan is integrated in the biodiversity strategy. ABP Food Group were the first industry to sign up for the All-Ireland Pollinator Plan committing to implementing measures to protect Irish pollinators on all its sites.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We're dedicated to continuing our collaborations with farmers and local schools to raise awareness about the importance of pollinators and biodiversity. Through these partnerships, our goal is to help people better understand the critical role these organisms play and to create habitats that support natural ecosystems.

1e	<b>ABP Food Group Rathkeale</b>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> – We are preserving circa 51000M<sup>2</sup> semi-wetland biodiversity area in our site, it attracts many species of butterflies, bees, and damselflies. There are many flowering trees adjacent to the pond, which attract pollinators.</li> <li><b>B &amp; C</b> – There is also a designated, on-site pasture (circa 600M<sup>2</sup>) which we are going to stitch with clover species once groundworks in the area are finished. This will be reduced mowing area (once a year).</li> <li><b>D</b> – The site is surrounded by 3M high stone wall as a dedicated habitat to bees and wasps, as well as other species. The stone wall is covered with ivy species and mosses in some spots.</li> <li><b>E</b> – We have reduced pesticides use on site to exclusively where absolutely necessary.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> Having read the AIPP FAQ page we have decided to <b>reduce mowing</b> near our bio-diversity corridor adjacent to our on-site waste water treatment plant, as it's a low traffic area and will allow wildflower blooms.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We do not have beehives on site, apart from our bug hotel for solitary bees and wasps.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have engaged in tree planting with local farmers and local primary school, we sponsored native tree /shrub species for planting, and have sponsored 800 trees in spring 2023.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> To engage local suppliers and employees in biodiversity actions for 2024.</p>
1f	<b>ABP Food Group Slaney</b>	<p>Signed up December 2016 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>



- A - Reduced the amount of water usage on site, retained European Water Stewardship gold membership status, discharge compliant in 2023 to eliminate pollution of local river.
- E - No use of pesticides on our site except for spot-spraying when necessary.
- A - 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.
- Bird boxes ordered for trees already located onsite.
- Implementing plans for additional tree planting offsite with our suppliers.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We have decided to plant only native Irish species wildflowers.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** Action Plan in place to add different flowers around the area that are more attractive for bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

There have been multiple new trees planted on site.  
There have also planted trees in the local schools.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024? –**

- 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.

1g

**ABP Food Group  
Waterford**









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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A - ABP Waterford replanted its native wildflower meadow on-site in May 2023. The area has two bee / insect hotels which promotes bee and insect activities. Much activity was observed over the summer months in the area. See attached images.

 	<ul style="list-style-type: none"> <li>• <b>B</b> - ABP Waterford has maintained its No mow policy in the company owned field in which the site water reservoir is located. Over the summer months many different types butterflies were observed at that location.</li> <li>• <b>C</b> - In association with The Waterford Lions Club and SETU Carriganore ABP Waterford sponsored the planting of 100 native trees at the Carriganore campus. ABP Waterford's GM, HR Manager and Environmental Manager were present on the day to help with the planting. ABP Waterford has also sponsored a wellness bench in the area for students and visitors to enjoy.</li> <li>• <b>D</b> - ABP Waterford has committed to the continuation of support for any further biodiversity initiatives in conjunction with the Waterford Lions Club.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> As per the tree planting initiative mentioned above.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> There are no beehives onsite, however there are two bee hotels in the area where the wildflower meadow is situated.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> There was nothing of note in 2023, but it may be an idea for 2024 to communicate with employees through the HR department the importance of biodiversity and using resources and links from AIPP and The National Biodiversity Centre to help promote positive actions.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> Not in detail but we do have pictures of some of the bees present in the biodiversity area over the summer.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO. How many?</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? YES/NO. How many?</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p>
<p><b>1h ABP Food Group Munster Proteins</b></p>   	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We have maintained our shared biodiversity area with ABP Cahir that contains native trees and wildflowers.</li> <li>• <b>A &amp; E</b> - We have maintained our hedgerows surrounding our site and implemented a no insecticides and herbicides policy on site as well as</li> <li>• <b>B</b> - a No Mow policy in some areas.</li> <li>• <b>C</b> - We have limited area on site for planting but any area we do have trees have been planted on.</li> </ul>

	<ul style="list-style-type: none"> <li>• We have sponsored 28 trees to a local school as part of a biodiversity education collaboration project.</li> <li>• We also collaborated with ABP Cahir to sponsor wildflowers and a bee hotel for secondary school Coláiste Dún Iascaigh.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We collaborated with ABP Cahir and local primary and secondary schools to educate students on the importance of biodiversity and protecting our native pollinators and pollinator friendly species. This included a donation of €3000 to the Children's Biodiversity Garden and Bunscoil na Cathrach.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We plan to continue our collaborative work with ABP Cahir and maintenance of our biodiversity areas on site.</li> <li>• We have begun work for this year with local secondary school Coláiste Dún Iascaigh involving donation of funding and plants for the biodiversity areas, educational talks with transition year and senior cycle students, cultivation of the polytunnel for herbs and vegetables.</li> <li>• We will continue our sponsorship of the primary school and our biodiversity officer in ABP Cahir will carry out species richness surveys on our site and plan opportunities for planting and staff involvement in Munster Proteins.</li> </ul>
<p><b>1i ABP Food Group Waterford Proteins</b></p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - We have reduced the number of times we cut the grass. The height of the cut has also been increased.</li> <li>• <b>C</b> - We have planted native Irish Oak and Birch trees. Details mapped in plan.</li> <li>• We have planted a complete 360-degree walkway with wildflower mix. The length of the walkway is 350 meters and we planted 2 meters in width.</li> </ul>





- We have an Owl breeding box which we have moved to the back of the factory as the front area was too noisy. No activity yet.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We planted on a bank of soil instead of ground level. Wildflower mix inside boundary only.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO. There is increased activity around the new wildflower mix.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We received a new EPA licence this year and we must develop a community programme as part of the licence. This may involve community biodiversity activity.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO. We have species but not identified.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES/NO.

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

2

**Aldi Stores Ireland**



Signed up October 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C** - 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 we have planted over 550,000 trees.
- Maintained the wildflower meadows at the Regional Distribution Centres in Cork and Kildare. Both meadows contain native wildflower mix, providing a habitat for endangered species. They contain signage (**F**), bird boxes and insect boxes.
- These flowers are on site in Mitchelstown: Common knapweed, Devil's bit scabious, Birdsfoot Trefoil, Red clover, Self heal, Meadowseet, Loosestrife, Oxeye daisy, Mullein, Yarrow, Ladys Bedstraw, St John's Wort, Corn Marigold, Corn Poppy, Corn cockle, Corn flower, Ribwort Plantain, Cowslip, Scented Mayweed, Wild carrot, Black Meddick.
- **B** - We have reduced the number of grass cuttings at our offices and Regional Distribution Centres. Overall, we have reduced it greatly, with some areas being reduced to only twice a year.
- **E** - Largely reduced the use of pesticides at Head Office and Mitchelstown Regional Distribution Centre to reduce interference with natural flora and fauna.
- **F** - In 2023, in store we sold pollinator plants in our Bee Happy Garden Madness Promotion. This highlighted 9 different plant types that were suitable for pollinators.



- **F** - We provided our charity partners Barnardos with a selection of pollinator friendly plants, to promote biodiversity, get them involved in the All-Ireland Pollinator Plan and brighten up their space.
- In 2023 we installed 4 beehives between our Regional Distribution Centres in Naas and Mitchelstown, with the hopes to sell honey for our charity partner Barnardos in 2024.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have updated this to now sell pollinator friendly plants - and we have updated the plants that we sold this year to remove some species that are now 'considered invasive' off the back of advice from Dr. Úna FitzPatrick and the National Biodiversity Centre.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We have chosen to continue with our plan to have beehives between our Naas office and Regional Distribution Centre, we are doing this in collaboration with Bee Green - experts in the field.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Updated our trolleys of the pollinator friendly plants being sold upon advice from Dr. Úna FitzPatrick, we removed Fuchsia and Buddleja as well as advising that Crocosmia will no longer be for sale in this promotion in 2024. The trolleys included the below:  
Trolley 1: Dahlia, Bidens, Bacopa and Nemesisia. Trolley 2: Digitalis, Delphinium, Dianthus, Echinacea and Lupins. Trolley 3: Scabiosa, Crocosmia, Salvia, Geranium, Campanula and Leucanthemem.
- We created a biodiversity poster that was displayed on screens for National Bee Day - 20.05.23. This was an infographic to spread and improve biodiversity awareness among staff and customers.
- Included a piece in our SpecialBuy leaflet on high pollinator plants - this piece was approved by Dr. Úna FitzPatrick of the National Biodiversity Data Centre.
- Will be issuing a letter in October to our Irish suppliers notifying them of our support of the All-Ireland Pollinator Plan and encouraging them to also sign up and support the plan. In addition to informing suppliers, we also informed buyers and encouraged them to speak with suppliers. Consistently update our internal communications platform to highlight what we are doing to promote biodiversity and support the All-Ireland Pollinator Plan. This encourages engagement and feedback from our colleagues and aims to educate them on how they can get involved from home. Showcased an infographic at the National Ploughing Championships of our Tree Planting pledge. This highlighted the benefits of planting and carbon reduction.
- Posted several social posts and press releases for World Bee Day as well as including various informative pieces in our leaflets that go out to customers.
- For the 50<sup>th</sup> anniversary of World Environment Day, we hosted a talk with Green Belt on how our tree planting is progressing and the impact it has had on the environment to date.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](http://biodiversityireland.ie))? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**3**

**AllinAll  
Ingredients**



**Signed up May 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Protecting the natural environment is an investment that will reap rewards in the long run for our future. As a new business and partner of the All-Ireland Pollinator Plan in May 2023, All in All Ingredients is committed to fostering that growth. With limited green space onsite, we dedicated this space to the pollinators.
- **B – Reduce mowing of grassy areas:** Our pollinator-friendly action was creating a long flowering meadow in the grassy areas. With the help of our landscaping contractors, SAP, our chosen areas were cut once in April and allowed to flourish over the summer months.
- Over the last four months, the area has started cultivating a few native wildflowers, e.g., thistles and yellow rattle wildflowers. Long native grasses like Fescue can also be seen growing in patches throughout the meadow. The meadow has noticeably received growing interest from local pollinators such as butterflies and hoverflies.
- **E- Eliminate/reduce pesticides:** We reduced pesticides and trimmed a thin boundary line around the edges to prevent overgrowth on the paths surrounding the area.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We delivered reduced mowing rather than sowing of wildflower seed mixes and will continue to do so.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We don't have honeybees and understand that although it is a wonderful hobby, it is not an AIPP evidence-based action.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Signage: We received signage from our local council to mark off the area and promote it to visitors and the public.

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**




**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES/NO.**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

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

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Considering these positive effects, we've already begun planning for the next year's pollinator-friendly actions.

		<ul style="list-style-type: none"> <li>There isn't much visible change day-to-day but it's accentuated when comparing the pictures from the start to the present day, we only hope the impact is the same. Joining this program is the beginning of a long journey to restoring biodiversity and we couldn't be happier to help.</li> </ul>
4	<p><b>Aurivo</b> Co-operative Society Ltd.</p>   	<p>Signed up October 2022 Mapped site(s) on Actions for Pollinators – data mapping portal. <b>YES.</b></p> <p><b>UPATE 2023</b>  <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li><b>F</b> - On April 26<sup>th</sup> 2023, Aurivo organised a clean-up and enhancement event at the Ballaghaderreen Community Garden, Co. Roscommon. On the day, 20 volunteers from Aurivo's 3 local sites helped enhance the community garden through painting, the creation of stone pathways between the raised bed, new signage and through the planting of pollinator friendly plants and shrubs. The following pollinator friendly plants were planted as part of the overall planting scheme; (Nepeta racemose x 10, buddleia x 5, Scabious butterfly blue x 3, Stachys byzantine x 5, Lavandula x 6 and Helichrysum italicum x 6).</li> <li><b>A</b> - In May 2023 our Animal Feeds Mill Site in Ballaghaderreen, Co. Roscommon, designated and cordoned off a section of lawn as a pollinator friendly area, some bug hotels and a large planter pot with pollinator friendly plants were also installed in the area.</li> <li><b>C</b> - On May 27<sup>th</sup> 2023, Aurivo organised a planting and clean up event in conjunction with Crossroads &amp; Killygordon Enterprise Group, Co. Donegal. As part of the event Aurivo sponsored, flowers, shrubs, planters, stone, compost and also provided 3 workers to help with the planting and clean-up day. The following plants were used; spirea x8, berberis x 5, for back, Smack hydrangeas x 5, numerous Perennials, Geraniums x 3, Bacopa x 2, phormiums x2, porentilla x 2, hypericum x2, Euonymus x2, skimmia x2, carre rouge x2, rose x1.</li> <li><b>F</b> - On April 28<sup>th</sup> 2023, Aurivo sponsored flowers to Ballaghaderreen Tidy Towns and also helped with the planting.</li> <li><b>F</b> - On June 6<sup>th</sup> 2023, Aurivo planted a sensory garden in Castle kidz Childcare in Carracastle Co. Mayo.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.</b>  <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> </p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>On March 24<sup>th</sup> 2023, Aurivo provided sponsorship to the maintenance of the butterfly garden in Swinford, Co. Mayo</li> <li>On May 12<sup>th</sup> 2023, Aurivo helped sponsor workshops and a school competition to help raise awareness about the Great Yellow Bumblebee and native wildflowers in the Belmullet area (Co. Mayo). The workshops and competition were organised by the Great Yellow Bumblebee project and Belmullet Tidy Towns.</li> <li>In Spring 2023, Aurivo sponsored a sunflower growing competition in St Attractas National School, Co. Roscommon.</li> </ul> </p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p>

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.

NOTE: It is included in our new Sustainability Strategy that is currently going through the review process internally.

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

5

**Ballygowan  
(Britvic)**



Signed up June 2022

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - In 2023 we put into action our plan for managing long flowering meadows. We also took the step of expanding on the area growing it from approx. 2723m2 to 22,941m2. The meadows were allowed to grow all year with cutting and removal taking place in September.
- A - Our wild scrub area was becoming overgrown. We cut the canopy back to allow more light into the area which resulted in fresh growth and a visible increase in wild flowers.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. We let Dandelions and Ivy bloom across the site. We are focused on evaluating, protecting, and enhancing our site and are not engaged in the sowing or gifting of wildflower seed mixes. Instead, we are working on nurturing our wildflower meadows in anticipation of them maturing naturally.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO. Although we chose to put in some hives, it was done in a managed way, with purpose. The native Irish Black Honeybees are an amazing engagement opportunity for getting employees and management on board with our biodiversity journey. Once hooked, their interest and support grows for the wider biodiversity plan. We have engaged with a passionate consultant ecologist for our journey. Through him we are ensuring we are allowing enough space and opportunity for both kept, wild and solitary bees. With such a large site, we have room to nurture all.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- On site communication is promoted through the Weekly Team Brief, sharing, and communicating our continued Biodiversity Plans and actions.
- Positive engagement between Ballygowan and the local NCW Tidy Towns – with Ballygowan sponsoring cleaning equipment and in turn the NCW Tidy Towns sharing of Bird Boxes which have been placed across the Ballygowan site.
- The team gives regular updates to the business through monthly Supply Chain updates.

- In May of this year the team presented in a Let's Talk Biodiversity session. This reaches all areas of the business including employees, senior management, and group directors. It was a great success, allowing us to showcase the steps we have taken and the opportunities yet to come.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

##### **3. Have you mapped (mandatory) actions on [Actions for Pollinators](#)**

**([biodiversityireland.ie](#))? YES.** Each action was updated or expanded upon.

##### **4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**NO.** As we grow interest in our biodiversity journey we hope to gain additional volunteers to join us in recording and monitoring activities.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

##### **5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps](#)**

**([biodiversityireland.ie](#))? NO.** We have just installed some camera traps around our site.

Over the next year we hope to capture valuable biodiversity data that can be shared with Biodiversity Ireland.

#### **\*BIODIVERSITY GOVERNANCE**

##### **6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

##### **6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

We met recently with our Head of Planet to discuss this and have mapped a headline Biodiversity Plan for sharing with Origin Green.

##### **7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Camera trapping as part of understanding and mapping our site is an important activity we are beginning now and carrying out in 2024. This forms part of our plan to identify species across our site.
- We will also look at further opportunities to expand our management of areas across our site.

#### **6 Ballykildcavan Brewing Company**



Signed up February 2022

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

#### **UPDATE 2023**

##### **1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Protect existing pollinator habitats:

- **A** - Length of existing flowering hedgerow protected (m) – 100 (along Back Lawn field). This is left uncut, and has lots of bramble and other flowering plants.
- **A & D** - Length of existing drystone walls protected (m) – 500 (along dry section of old mill race and in Long Meadow field).
- **A** - Other pollinator friendly habitats protected – 2ha orchard (in the old walled garden).
- Other: Maintain wild bee colony in old farmyard.
- **B** - Reduce mowing: Area managed as long-flowering meadow - 1 grass cut & lift/year (m2) – 200. Area not cut during "No-Mow May" (m2) – 500.
- **B** - Native wildflower meadow: Area of native wildflower meadow maintained (m2) – 200.
- **E** - Reduce pesticide use: Area where herbicide use has been eliminated (m2) – 500.

##### **2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- AIPP signs erected at all long flowering meadows and native wildflower meadows. Seen by over 3000 visitors to Ballykilcavan in 2023.
- Spoke about AIPP to four sustainability focused tours with local schools.
- Updated staff on measures being taken and on benefits.
- Our supplier of barley (and some hops) is our own farm. On the farm, but outside the area of the business, we have low maintenance hedgerows, arable margins and flowering cover crops.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES – Origin Green.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7 Ballymaloe Foods & Ballymaloe Cookery School**



Signed up April 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- F - Sponsoring and maintaining L-2998-0 roundabout that has a wide variety of pollinator friendly plants.
- F - Purchase Pollinator friendly shrubs for every staff member at Ballymaloe Foods.
- F - New for 2023 – sponsoring waste ground space at entrance to Courtstown Park to plant pollinator friendly plants.
- Continuing to ask suppliers and potential suppliers to maintain natural hedgerows, and allow more space for wildflowers to grow, and to reduce their use of fertiliser.

1b and 1C are not relevant to our plans in 2022.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Upkeep of Educational signage at Ballymaloe Farm for pollinator awareness.
- Played "Top Ten Actions for Pollinators" Video from the AIPP Website to all our staff.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**



4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?  
NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES/NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

7. What are your proposed pollinator-biodiversity action(s) for 2024?

**Outdoor**

- 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.
- Sponsoring waste ground space at entrance to Courtstown Park to plant pollinator friendly plants.
- Continuing to ask suppliers and potential suppliers to maintain natural hedgerows, and allow more space for wildflowers to grow, and to reduce their use of fertiliser.

**Indoor/Communication**

- Upkeep of Educational signage at Ballymaloe Farm for pollinator awareness.
- Share more education videos from the AIPP website with all Ballymaloe Staff.

8

**Bandon Co-Op**



Signed up January 2019

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- B - 160m sq No Mow zone during May and into June at our Enniskeane store.
- 250 x packs of 6 bulbs for pollinators are being distributed in Autumn 2023 to Garden Club Members
- F - 50 Free Bidens and Bacopa given out to customers at Bandon Agricultural Show.
- Subirrigation systems installed into all 3 garden centres.
- 3 insect boxes installed in Bandon Garden centre and 1 Bird box installed in Kinsale Garden Centre.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. <https://www.bandoncoop.ie/product/irish-wildflowers-meadow-garden-mixture-50g/> - available online and in store.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- No Mow May competition on our social media channels (Facebook & Instagram) during the month of May, encouraging people to let their lawns grow and send us their photos to win prizes.
- Billboard advertising promoting "sustainable gardening" in June and July in prominent location in Bandon.
- Distribution of leaflets & display of info on posters to farmers at Bandon show about supporting biodiversity (distributed at Bandon Agricultural Show).



**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

9

Barry John Sausages



Signed up February 2022

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - Maintained our planted hedges and fruit trees.
- B - We have reduced mowing in this area.
- E - We have eliminated pesticides in this area and within the rest of the factory grounds.
- C - Pollinator friendly seasonal bulbs planted, spring | summer | autumn | winter. Both selection of herbs and flowering plants.
- Built a Bee Hotel with local school children onsite and had an information morning with them about the importance of pollinators.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. We planted pollinator friendly plants, (globe thistle, verbena & lavender & heathers) fruit bushes (gooseberry & raspberry) & herbs (Thyme & Chives).

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A to us. We don't have honeybee hives.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We spent a day with our local school talking about the importance of pollinators with the kids and had a pop quiz with them. We also showed them how to plant trees and gave each student 2 native trees of their choice to bring home with a fun fact sheet for their family to read.
- We built a bee hotel with local children, they enjoyed learning about importance of pollinators. They also helped sow plants that day.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. How many - 3.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO – but I now know to do this in 2024.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.

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

7. What are your proposed pollinator-biodiversity action(s) for 2024?

We plan to do more tracking and mapping of pollinators this year. We plan to do more community-based projects with school children.

10

**Begleys Fresh  
Produce Group**



Signed up May 2021

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have:

- A - Maintained level of red clover.
- A - Left more land in fallow.
- B - Reduced mowing across all sites to all areas turn into wildflower.
- Introduced more bee cross pollination in our crops.
- A - We have also increased the space at the sides of some sites to allow more of an area for biodiversity.
- We actively looked to plant crops in areas which enabled us to achieve above with natural tree and bush areas.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? Reason for this is most of our land is not directly owned and rented so we are limited with what we can do here.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

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.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES/NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.

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

7. What are your proposed pollinator-biodiversity action(s) for 2024?

Our plan will remain as has been over the past few years, incorporate red clover, wildflower areas, leave land in fallow, leave more spaces on sides of certain fields, plant in fields which have natural existing bush and tree areas and protect these.

11	<b>Belview Egg Farm Ltd.</b> <b>&amp;</b> <b>Crayvall Egg Production site</b>	<p>Signed up July 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• E - Our two Pesticide free zones remain the same.</li> <li>• B - The grass is cut and collected in September only.</li> <li>• A - The inland hedgerows have not been cut this year at the Crayvall Egg Production site.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>At our Crayvall Egg Production site we have erected two very large signs. One on the main entrance fence stating we are part of the AIPP and one on the pesticide free area stating 'Pesticide Free Zone'. Both signs are visible from the main road.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p>
12	<b>Carbery Food Ingredients</b>	<p>Signed up March 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• B - No Mow May.</li> <li>• F - All employees received a variety of bee friendly plants in May</li> <li>• C - 4<sup>th</sup> phase of Carbery trees rolled out 30k trees (native whitethorn &amp; Birch) 135,000 trees in total as part of Carbery trees project.</li> <li>• C - Native hedge was planted along the main road to the factory.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

- Leaflets given out with Carbery trees around tree planting best practice.
- Biodiversity photo competition held in May as part of biodiversity week.
- Biodiversity talk with Ecologist Claire Deasy in May.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Biodiversity map the site.
- Biodiversity map a selection of farm suppliers.
- Advise farmers on best hedgerow management practices on their farms.
- Advise farmers on riparian buffer zones on farm.

**13 Compsey Creamery**



Signed up October 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - We continue to manage our established hedgerows containing brambles, ivy, stinging nettles and elder continue, which provide food for pollinators from spring to late autumn.
- **B** - 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.
- **D** - The 3 bee hotels on our boundary fence provide shelter for bees.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** NO.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



We purchased All Ireland Pollinator signs.



**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

	<p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p>
<p><b>** Country Crest</b></p>   <p><b>NOTE: This business was Origin Green verified after the AIPP deadline. The submission has been included as part of this section of the Annual Review to demonstrate delivery in this year.</b></p>	<p>Signed up December 2016 Mapped on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - Introduced no hedge cutting from Feb to Sept to allow for nesting and flowering of native species.</li> <li>• Encouraged areas of nettle growth in orchard to feed caterpillars of butterflies.</li> <li>• <b>B</b> - Created No Mow strips in orchard/wildlife pond area. Sowed some yellow rattle seed in the grass strips of the orchard.</li> <li>• <b>D</b> - Created small amount of insect hotels around the grounds.</li> <li>• <b>E</b> - Have not used herbicides in orchard and driveways.</li> </ul> <p>We have engaged a company called Vesi to design and implement a 5acre area of water filtration ponds so we can filter the washing water we use to wash potatoes etc. This does two things:</p> <ol style="list-style-type: none"> <li>a. Filters the sediment etc from the washings.</li> <li>b. Because of the area involved it will encourage a lot of wildlife such as ducks, aquatic insects, dragonflies etc into this site. Area is approximate 5 acres in total.</li> </ol> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> Have discontinued sowing "WildFlower" mixes altogether. Will plant more insect friendly plants in the borders etc. next spring.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We still maintain our apiary, but, have created "tufts" of grasses etc on site to encourage bumble bees to nest.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>As a farming business we have designated a 4-acre plot to grow sunflowers and daffodils which will do two things;</p> <ul style="list-style-type: none"> <li>• Sunflowers will provide huge amounts of pollen etc for the local bumble population.</li> <li>• Encourage the local people to visit this site and cut flowers for their homes and make a charitable donation to a designated charity.</li> </ul> <p>Are encouraging our gardeners to think "Pollinators" when they go to change or plant new areas.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul>

	<p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></p> <p>6a. For Bord Bia's Origin Green members <b>ONLY</b>. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Monitor the effect our new "Wetland" area will have on the amount of wildlife and insect activity we will bring on site.</p>
<p><b>14</b></p> <p><b>Donnelly Fresh Produce</b></p>   <p><small>AN INITIATIVE OF BORD BIA BHEIFÉACAO BORDA</small></p>	<p>Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We are working on a project 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.</li> <li>• We decided to plant the meadow with help from our local farmer to rotavate and sow the seeds in a location away from the noisy, busy roads, so the bees and insects had more space to roam freely.</li> <li>• <b>B</b> - We have also reduced the frequency of mowing which allows the wildflower (food) to flower among the longer grass.</li> <li>• <b>E</b> - We have minimised pesticides on all sites except for spot-spraying when absolutely necessary.</li> <li>• <b>C</b> - Additionally, at our farm site we programmed an 8.5 acre field to sow with a cover crop to aid the pollination of our pumpkins. The sowing dates of the cover crop was planned to optimise the flowering period of the Phacelia, Vetch and Clover within our cover crop to maximise the availability of flowering plants for the pollinating bees and insects.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> At the farm where our cover crop and pumpkins are grown we purposely allowed the hedgerows to grow freely to enhance the wild pollinator activity in and around the cover crop and flowering Pumpkin crop in July.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b> We do not have honeybee hives or an Apiary on site.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have hired a marketing assistant which has allowed us to be more vocal and post more on our socials about biodiversity and aiding awareness of what a wildflower meadow can do.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul>



	<p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? We are planning on expanding the wildflower meadow to allow more bees to pollinate. We are planting more cover crops which help protect our crop whilst benefiting the environment.</p>
<p>15</p> <p><b>Danone Wexford</b> <b>Nutricia Infant</b> <b>Nutrition Ltd.</b></p>  	<p>Signed up June 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <b>PHYSICAL (A-E)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• A – We protected areas that are already providing habitat for pollinators</li> <li>• A – We measured our stone wall areas around the factory. There are some solitary pollinators nesting in our old stone walls.</li> <li>• C – We planted pollinator friendly plant boxes at the front of our factory.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We did not gift or sow any wildflower seed mixes in 2023.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We do not have any honeybee hives or an apiary on site.</p> <p>2. Which evidence-based <b>COMMUNICATION (F)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• We promoted biodiversity actions through communication in our weekly newsletter. Examples include sharing AIPP information on ten ways to help pollinators in our gardens &amp; promoting awareness on world bee day.</li> <li>• This year for our monthly communication topic in May we raised awareness of the AIPP. We encouraged all employees to take part in No Mow May. We ran a Danone's wildest garden competition where employees sent in pictures of their wild gardens at the end of May. The competition was a great success and we got lots of great wild garden photos.</li> <li>• Both of these forms of communication are shared with all of our employees (350+ people).</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES. We have mapped an action on the website. We chose to make the survey of our old stone walls. As we had already added planter boxes last year we did not want to add the same action twice. We did plant more planter boxes in 2023 as well.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES – We counted pollinators living in old stone walls.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p>



**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Continue to protect areas that are already providing habitat for pollinators.
- Continue to manage invasive species on site.
- Continue to promote the AIPP with our employees. Continue Danone Wildest Garden competition for No Mow May.
- Track and monitor pollinators living in our old stone wall.
- Discuss pesticide usage on site to develop a pesticide strategy.
- Maintain planters for next year.
- Switch stone areas in the car parks for mix species sward of clover & grass mix.

16

**Dawn Farm Foods**



Signed up September 2018

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have delivered a range of actions across our food production site allowing for regulatory constraints:

- **A** – We have preserved areas of our site, reduced strimming and trimming of hedgerows where possible. These areas contain ivy and brambles as a food source for pollinators.
- **C** – We have maintained our pollinator friendly planting plots near our office facilities & our WWTP.
- **B** – We have scoped a section of lawn to be left uncut to create a long-flowering area in the year to come. The area (75m<sup>3</sup>) will be managed as a long-flowering meadow with 1 grass cut & lift per year.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We focused on identifying areas onsite where we could preserve/protect existing pollinator friendly areas.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We did not carry out any action related to the provision of nesting habitats; we plan to review this as a potential action in the coming year but we are restricted in what is possible as a food production site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We held an awareness initiative highlighting the important role pollinators play in our environment, this was held as part of our site environmental day in August of this year. The objective of this awareness initiative is to fuel future actions, for example practical and workable ideas for actions that can be taken at an organizational level to protect pollinators and create pollinator friendly habitats in and around the workplace. This initiative was accompanied by providing native Irish seed-bombs containing 18 species of wildflowers for participants to take home (see *Figure 1*).
- We worked closely with our local Tidy Towns committee to sponsor and assist in the planting of a welcome forest in our local community at a date TBC in 2023.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators**

**([biodiversityireland.ie](http://biodiversityireland.ie))? YES.** All actions taken to-date have been mapped.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**

YES. Promoting biodiversity internally, as well as supporting external initiatives is included in the organisation's objective outlined within our Environmental Management Programme.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES. We have set two biodiversity targets:

1. Promote biodiversity by increasing internal awareness.
2. Support at least one external/community biodiversity initiative per year (starting 2023).

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We have identified numerous areas on our site that can be investigated as suitable for pollinator friendly planting. We are in the process of scoping these actions in the context of our food site management plan. We will also monitor the success of our newly identified "No Mow" plot. We will expand this area if possible.

**17 Dawn Meats Group**

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



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



**Sites**

In 2023 Dawn worked with an ecologist to draft site Biodiversity Action Plans. The internal Biodiversity subcommittee appointed site Biodiversity Champions for each site in Ireland. In 2024 the Biodiversity Subcommittee will take forward the most impactful actions recommended in the site Biodiversity Action Plans, and SMART targets will be agreed for 2024-2027.

**Community**

Highlights from 2023 which align with A: Protect what you have and C: Pollinator friendly planting of the AIPP include:

- 14 volunteers from our Ballyhaunis site worked with the local Tidy Towns to fill and plant 100 hanging baskets for the benefit of pollinators around the town in County Mayo. We funded a glasshouse and bug hotel for Gorthaganny National School, where students were engaged on the importance of biodiversity.
- We supported Mooncoin Tidy Towns in implementing three projects. Nine containers were planted with pollinator friendly plants and shrubs, which was warmly welcomed by the Green Schools Committee and pupils of local National School, Scoil Mhuire, who completed their Biodiversity Green Flag. A new wildflower area was prepared on waste ground at the centre of the village and a litter collection and clean up took place in the main village.
- We support Kilkenny County Council's 3-year initiative "Let's Team Up to Clean Up, Together for Kilkenny" which brings together community groups, schools, residents' associations, business groups and sporting organisations to collect litter and provides

	<p>communities with the opportunity to complete an environmental action plan for their local area.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>As part of Environmental week, we hosted a company-wide lunch and learn on the importance of biodiversity and what each of us can do to protect and restore it. The session was delivered by a specialist consultant from Business in the Community Ireland. This aligns with Action 18, raise awareness in the workplace.</li> <li>We supported Mooncoin Tidy Towns in implementing three projects. Nine containers were planted with pollinator friendly plants and shrubs, which was warmly welcomed by the Green Schools Committee and pupils of local National School, Schoil Mhuire, who completed their Biodiversity Green Flag. A new wildflower area was prepared on waste ground at the centre of the village and a litter collection and clean up took place in the main village. This aligns with action 17, raise awareness in the local community.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? NO.</b> We will do so from 2024.</p>
<p><b>18</b></p> <p><b>Dawn Pork and Bacon</b></p>   <p><small>An initiative by BORD BIA (IRISH FOOD BOARD)</small></p>	<p>Signed up May 2020</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> - Native trees were planted in 2020, and these are maintained along our 0.8acre river side meadow. The bug hotels and bird houses located on our mature trees along the river bed are also being maintained.</li> <li><b>A</b> - Our mature hedging along the riverbank has retained ivy and bramble.</li> <li><b>B</b> - We are currently operating a reduced mowing system on approximately 0.8acres of meadow that we have designated as our biodiversity friendly location. Based on the location of the meadow beside the river we identified the following species as applicable to the habitat – bumblebee, butterfly, ladybird and shieldbug.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? Earlier in our Origin Green review we had planned to plant native seeds in the</b></p>

meadow, however having since been advised against this by Biodiversity Ireland, we will now not be doing so.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Notices have been placed in the staff amenity block to highlight the biodiversity initiatives in place.
- In summer 2023, a new employee wellbeing area was created which includes seating and plant pots. It is planned to plant pollinator friendly bulbs/plants in these planters.
- In summer 2023, the Dawn Pork and Bacon Environmental Technician visited the local primary school and spoke to the kids about biodiversity and its importance. This was attended by kids from 3<sup>rd</sup> – 6<sup>th</sup> class. He took the kids outside to their school garden and explained the FIT count concept. He also brought swatches to identify any insects that were present on the day. He gifted the school two bug hotels and also made a donation towards their activities as a certified green school.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.** Our biodiversity actions have been listed on the Actions for Pollinators site map, on the Dawn Pork and Bacon site.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES.** Flower Insect Timed Count (FIT count) is completed regularly to collect data on the number of flower visiting insects. These are submitted on the FIT count app.
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** More winter heather and lavenders will be planted in the flowerbeds, to counteract any plants that were lost in the winter.

19

**Dole Ireland**  
(formerly Total Produce)



Signed up February 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Numerous actions have been taken across our sites in 2023 including:

**Beresford Street:**

- **D - Beresford Street:** Added 2 new bug hotels on site

- C - and 2 additional planters made from recycled staff lockers. These planters are filled with Lavender, Salvia Hot Lips and Sunflowers. They also added an area of 150 m<sup>2</sup> to be planted with wildflower seeds.

#### Galway:

They have wildflower areas which include *Birdsfoot, Trefoil, Black Meddick, Cat's Ear, Purple Loosestrife, Ragged Robin, Red Clover, Corn Marigold, Corn Poppy, Corncockle, Cornflower, Cowslip, Devil's-bit Scabious, Kidney Vetch, Lady's Bedstraw, Lesser Knapweed, Meadow Buttercup, Meadowsweet, Ox-Eye Daisy, Ribwort Plantain, Rough Hawksbit, Selfheal, Smooth Hawksbit, Sorrel, Common Vetch, Wild Angelica, Wild Carrot, Yarrow, Yellow Agrimony, Fleabane and Yellow Rattle.*

- B - The mowing cycle has been reduced to allow Dandelions and Clover to return
- E - and no chemicals herbicides are in use.
- A & D- One section of the grounds is now let to grow wild to make a nesting habitat for wild pollinators.
- 3 beehives were added on site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** We will be communicating all of our sustainability and pollinator-biodiversity actions in an all-company email newsletter over 5 days, each day will focus on one area of sustainability.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.** We reduced mowing across several sites to allow wildflower growth and nesting habitat for wild pollinators.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.** But we will in 2024.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** But we will in 2024.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Sponsor a community biodiversity initiative.
- Continue to increase outdoor initiatives across our sites, reduce mowing cycles and create more wildflower areas.

20

Dromod Boxty



Signed up October 2022

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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A – protected and maintained a pollinator flower bed.



- B – We had No Mow May in the garden at the work site.
- C 8 – We planted 20 pollinator friendly AIPP recommended plants on a rockery bed.
- C 8 – We planted more pollinator friendly AIPP recommended plants in a flower bed at the work site.
- D – Designated nesting habitats – hedgerows not cut back.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have notified all our suppliers of our membership of Origin Green, including our AIPP.
- We also posted some of our planting progress on our social media for our followers to see.
- Notices of the recommended actions that can be taken have been issued to all staff.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO

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

21 Farmers to Market



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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - The range of actions we have achieved are a woodland area along the river through the farm and retained bramble and ivy as food sources for the wild bees.
- We have continued to cultivate our bee and butterfly corridor along the river that runs through the farm.
- A - We manage our hedgerows and grow whitethorn to allow for nesting.
- B - Throughout 2023 we have continued to reduce mowing across our business. We increased our wildflower meadow and biodiversity corridor along the river.
- C - We have plum and apple trees planted in some of the farm area
- D - We also have 3 bee and bug hotels around the farm and they are placed in and around the wild meadow areas to encourage the bees to nest.
- E - We continue to not use any pesticides

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** NO. Please note the seeds we have used in the past are purely Irish seed mixes so native to the area.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES. We have installed bee and bug hotels around the farm and also cultivated the whitethorn in order to attract the wild bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have continued to raise awareness with our colleagues through team meetings
- We hosted a number of visits from Manor Farm customers such as SuperValu, Tesco, and Mercadona, Spain's top retailer.
- Community – we continued to host numerous school visits, poultry farmer discussion groups, students studying poultry in Ballyhaise Agricultural College visited us for some practical training. We hosted French students from Bayonne over the Summer months.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES. We continue to incorporate our Pollinator Plan into our Biodiversity and Sustainability Strategy.

22

**Finnegan's Farm**

Signed up January 2018

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



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Our main physical pollinator biodiversity area onsite is what we call our "Environmentally Sensitive Area". This area is on a quiet area of the farm which borders a 50 acre wood called Balrath Wood. This has a large number of species of trees. We have also started to introduce trees with honey plants to this area in the aim that they will supply food to the bees.
- **A** - Finnegan's keep more than 7% of our land as a space for nature. Our aim is to retain and manage existing biodiversity habitats rather than establishing new ones. These areas are maintained in a natural state to promote biodiversity and to create feed areas for birds, bees and invertebrates. These areas include ponds, wetlands, woodland plots, wider field margins, awkward field corners and non-invasive hedgerow management.
- **A** - All hedgerows are maintained to encourage natural biodiversity while at the same time acting as a shelter for organic pest control. We also use Riparian Zoning along all watercourses. This is a 3m uncultivated strip will acts as a nature corridor



along field boundaries. This area will not only benefit from improved water quality but will also assist in improving biodiversity & carbon sequestration.

- **B** - Old hay meadows are some of the most species rich habitats in Ireland but are a very rare habitat these days. We dedicate 4 acres of land to hay on the farm at our environmentally sensitive area. This has a wide variety of species and is an excellent habitat for invertebrates, farmyard specialist birds and small mammals. As hay has a later cutting date than silage, we are able to keep this biodiversity habitat in place until June/ July which allows for increased biodiversity.
- 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.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

**YES.** We still plant a mix of wildflowers in the headlines and tramlines of our Brussels Sprout crop.

- We do this because aphids and pests don't like some of these varieties so this acts as a natural deterrent to avoid having to spray the crop for these unwanted pests.
- The wildflower mix also acts as a shelter for natural pest eliminators which feed on pests and aphids acting as organic pest control.
- Our alternative action is all of our idle/ stubble ground is planted with Winter Oats. This year we planted 308 acres on this idle ground to act as a Cover crop during the Winter. Winter Oats are a quick growing cover crop that creates a mat of organic matter which helps prevent soil erosion, smother weeds and helps provide a habitat for many different species above the ground. Cover crops also help improve the activity of microbes in the soil and produce food for earthworms and other life in the soil.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?**

**YES.** Our environmentally sensitive area includes a Wild bee hotel, bird boxes and we have also introduced bat boxes into this area too. These are all made from recycling old pallets and wood on the farm and they have been erected on the perimeter of the farm adjoining Balrath Woods.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Local schools and colleges regularly request a tour of the farm. Many of the tours have focused on the Biodiversity and Sustainability as well as the running of the farm e.g. DKIT College visited the farm to do a study on a tillage enterprise for their Sustainable Farm Project. We also assisted the local primary school and helped them erect 2 bug hotels on the grounds of the school.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We hope to install a Reedbed on the farm. This is a system which will improve our Waste Water quality and will also be an important habitat to a large number of species e.g. birds, invertebrates, amphibians etc, the variety and abundance of flowering plants within this habitat will also provide good sources of pollen and nectar for many pollinating insects.

23

**First Ireland Spirits**



**First Ireland  
Spirits**



**Signed up February 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Retained and maintained the area where Apple Trees were planted in conjunction with the Local Tidy Towns in 2021.
- **B** - Retained existing "Low Intensity Grassland Habitat". This is relatively diverse from a botanical perspective and has not recently been subject to artificial fertiliser. This area is currently being managed as traditional wildflower (hay) meadow.
- **B** - Reduced Mowing on the grass verges and removed cuttings to a designated compost area.
- Prepared a Biodiversity Action Plan.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** However, we plan to manage amenity grasslands under reduced mowing next year.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Engaged with one of our customers on "connecting habitat" on our site for pollinators.
- Engaged with the local Tidy Towns in the past to plant apple trees on our site.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?**

**YES.** I have edited the Map attribute to reflect work completed in 2023.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** **YES.** Have completed a Biodiversity Action Plan.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.-** But it will be integrated for 2024.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** We have completed a Biodiversity Action Plan which we will use to set appropriate actions for 2024.

24a

**Foyle Food Group  
Campsie**


Signed up December 2021

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.****UPDATE 2023****1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C** - Committing to our biodiversity pledge by planting native trees in a small paddock
- **B** - We reduced any mowing on site in order to allow pollinators to flourish.
- Through RSPB NI we developed projects that enhanced and supported local ecosystems. By providing nesting bird boxes for declining bird types.
- As part of our Sustainability Plan staff within Foyle Omagh completed a litter pick in the local area.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO,** we didn't. However, having referred to the AIPP website for more information we will continue with reducing mowing on the other.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have introduced trees in a small paddock on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Internal communications through monthly updates in TV screens to make our staff aware of the biodiversity actions we are committing to.
- Foyle Food Group also have an app in which we can display our biodiversity actions to staff.
- External communications such as Facebook pages and other social media forums are used to share our efforts externally with our customers and suppliers.
- In 2023 we exhibited our GRI update on how our we are performing against our sustainability strategy actions. We communicate to our customers and suppliers that they can gain access to this report on our website and through customer visits we present what biodiversity actions we have in place not just on site but at farm level also.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- As a group, collectively we will sign up to the national hub for Business for Biodiversity Ireland.
- Collaborate with Men's shed for the promotion and development of biodiversity either within local communities or on site.

24b

**Foyle Food Group  
Donegal**



Signed up December 2021

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

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We reduced any mowing on site in order to allow pollinators to flourish.
- Planted multi-species swards in Donegal farm.
- Through RSPB NI we developed projects that enhanced and supported local ecosystems. By providing nesting bird boxes developed from Men's shed for declining bird species.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We didn't. However, having referred to the AIPP website for more information we will continue with reducing mowing on the other.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We have protected the current wildflower garden and resowed again to help develop it further.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Internal communications through monthly updates in TV screens to make our staff aware of the biodiversity actions we are committing to.
- Foyle Food Group also have an app in which we can display our biodiversity actions to staff.
- External communications such as Facebook pages and other social media forums are used to share our efforts externally with our customers and suppliers.
- In 2023 we exhibited our GRI update on how we are performing against our sustainability strategy actions. We communicate to our customers and suppliers that they can gain access to this report on our website and through customer visits we present what biodiversity actions we have in place not just on site but at farm level also.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- As a group, collectively we will sign up to the national hub for Business for Biodiversity Ireland.
- Continue to preserve current ecosystems by the River Foyle.
- Continue to protect the current wildflower area on site.

24c

**Foyle Food Group  
Omagh**



Signed up December 2021

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

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - Committing to our biodiversity pledge by planting 50 native trees on site.
- B - We reduced any mowing on site to allow pollinators to flourish.
- Through RSPB NI we developed projects that enhanced and supported local ecosystems. By providing nesting bird boxes for declining bird types.
- As part of our Sustainability Plan staff within Foyle Omagh completed a litter pick in the local area.
- Resowed native seeds to enhance current wildflower garden.
- Planted multi-species swards in Donegal farm.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO**, we didn't. However, having referred to the AIPP website for more information we will continue with reducing mowing on the other.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have introduced 50+ trees across the site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Internal communications through monthly updates in TV screens to make our staff aware of the biodiversity actions we are committing to.
- Foyle Food Group also have an app in which we can display our biodiversity actions to staff.
- External communications such as Facebook pages and other social media forums are used to share our efforts externally with our customers and suppliers.
- In 2023 we exhibited our GRI update on how we are performing against our sustainability strategy actions. We communicate to our customers and suppliers that they can gain access to this report on our website and through customer visits we present what biodiversity actions we have in place not just on site but at farm level also.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- As a group, collectively we will sign up to the national hub for Business for Biodiversity Ireland.
- Continue to preserve current hedgerow ecosystems by the River Foyle.

25a

**ICM Navan**  
**ABP Food Group**



Signed up December 2016

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **B** - Maintained 415m<sup>3</sup> biodiversity area with a wildflower meadow that is regenerated yearly through the reduction on mowing (once per year).
- The meadow consists of two native wildflower grass strips that run parallel to each other with a path separating them. The first strip borders the paddock and the other has a width of 3 meters on is located on the garden side of the path.
- **C** - 15 trees have been planted on site including native species - Birch and Rowan.
- **C** - The front of main office has been planted with native scented plants and shrubs, such as lavender and rosemary. Another area, at WWTP, will be planted in Spring 2024.
- **D** - Presently, we have one large pollinator hotel and 3 smaller pollinator boxes in over biodiversity area. We also have bird and bat boxes located in the trees boarding on side of the area.
- **E** - The use of pesticides have been eliminated from the site.
- **A** - Maintained Ivy on main office building.
- Managing 100m Copper Beech hedge.

#### 1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **NO.**

#### 1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **NO.**

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- ICM Navan has sponsored and planted a 1000m long trail of re-wilding and tree planting at O'Rourke's Table in Co. Leitrim.
- 6 schools have agreed to the planting fruit trees in October or November 2023
- Engagement with suppliers has been extended until 2024.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

#### 3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? **YES.**

#### 4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

#### 5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? **YES.**

#### \*BIODIVERSITY GOVERNANCE

#### 6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

#### 6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? **YES.**

#### 7. What are your proposed pollinator-biodiversity action(s) for 2024?

- In 2024, we aim to create a new biodiversity area at the back of the Wastewater Treatment Plant with a focus on planting scented plants and shrubs such as such as lavender and honeysuckle.
- We plan to start conducting pollinator recordings on our site in 2024. In doing so, we aim to implement a Flower insect Timed Count and Bumblebee Monitoring Scheme.
- In 2024, we intend to prioritise engagement with both our suppliers and employees though hosting talks and information sessions.



25b

**ICM Camolin**  
**ABP Food Group**



Signed up December 2016

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - Our native Irish paddock planted in 2022 is thriving and our native Irish trees are becoming established.
- **A** - After the success of our biodiversity garden in 2022, plants are coming alive and the perennials have started to blossom.
- **C** - Additional planting of 20 laurels and 44 perennials. Our efforts have attracted a large variety of butterflies and bees.
- **C** - Wild Irish rose bushes were planted and staked and gave a full show.
- **B** - Our No-Mow policy in certain areas of our site continues.
- **B** - Our native wildflower meadow was cut back in Autumn and will be planted again in next month.
- **B** - Our long flowering meadows was cut back for the winter and cuttings removed to encourage growth in these same meadows next year.
- **D** - We constructed a large bee hotel out of old pallets, cuttings, twigs, stones. This will allow safe hibernation for solitary bees.
- **C** - We have planted 120 trees in 8 local national schools in January.
- **C** - ICM sponsored the replanting and rewilding of the O'Rourke Table in Newtown Manor in County Leitrim. This consists of the development of a 1000m long trail of re-wilding and tree planting. A total of 1,000 native trees were planted along the path and randomly throughout the existing 3 hectares of natural woodland. Additionally, 150 meters of hedge row planted of Beech trees.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have opted for reducing our wildflower meadow and increased our natural long-flowering meadows.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** Initially we had discussions with a local beekeeper with a view to placing 8 stands to host 16 hives, however, on advice we did not proceed and instead concentrated our efforts in creating habitats for bees in peril.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have worked with local schools that support the All-Ireland Pollinator plan and engaged with 8 national schools where we planted 120 trees.
- Following the success of our staff Toolbox talk last year, a new pathway has been created and a bench was installed to allow for visits.
- Engaged in a Bee Monitoring Program where we register the number and variety of bees found on the National Biodiversity Data centre.
- 4 Litter Picking events with staff volunteers to clean up the road outside our factory are planned for 2023 and underway.
- We have achieved Gold status in Origin Green.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?**  
**YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
**YES.**



- Did your business participate in Flower Insect Timed (FIT) Counts? NO
  - Did your business participate in the Bumblebee Monitoring Scheme? YES. On 10 occasions.
- 5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES** (although unsure if it was saved?).

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Track, map and manage existing biodiversity efforts.
- Do a survey of our hedgerows on site with a view to enhance and protect them.
- Engage an ecologist to assess a wild site to see how we can protect existing biodiversity and potential wildlife.

26

**Irish Distillers  
Limited**



Signed up November 2018

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - Between January and March, IDL planted its most trees ever, installing 18,007 trees at the Dungourney site.
- C - Additionally, 3,475 native shrubs were installed to complement this new woodland.
- We have increased our wetland habitat with a new 800 sq.m. filter and attenuation basin to enhance biodiversity near new woodland.
- C - At the more urban site in Midleton, a small orchard and new Oak trees were installed.
- C - The Midleton site already has a large number of early pollinator bulbs. In 2023 this was supplemented with 600 no. later blooming Hyacinths with high nectar value.
- D - Our bee lodges installed in 2021 in both Midleton and Dungourney have proven to be a great success and show an occupation rate of over 75%.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** As construction works evolved, we also planted 4,000 sq.m. of regional wildflower seed and 11,400 sq.m. of clover meadows for soil rehabilitation and pollinator benefit.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



The Environmental & Energy department in Midleton has communicated the newsletter both electronically and on notice boards and engaged a consultant landscape architect and ecologist to contribute with articles.




**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

	<p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES/NO.</b></p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES/NO.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>• In Dungourney orders are in place to plant 6,200 trees and 2,400 shrubs, framed by 13,000sq.m. of wildflower and clover meadows.</li> <li>• With the felling of commercial coniferous woodland (phase 6 of 7), we are making additional efforts to facilitate the regeneration of the natural Heather groundcover.</li> <li>• In addition to the supply of nursery grown <i>Calluna vulgaris</i>, we are continuing to gather seed from locally growing Heather and will be installing it in October.</li> <li>• Additionally, our aim is to further increase the natural attenuation zones by 400 sq.m. with filter grasslands and wetlands, creating an additional type of habitat to the woodlands and wildflower meadows.</li> </ul>
<p>27</p> <p><b>Joseph Brennan Bakeries</b></p>   <p>An initiative by <b>BORD BIA</b> IRISH FOOD BOARD</p>	<p>Signed up October 2019 – RE-SIGN 2023 business supporter</p> <p>Mapped site(s) on Actions for Pollinators – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>Via community sponsorship.</p> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>YES.</b> We have chosen pollinator friendly trees.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>N/A.</b> We don't have honeybee hives and understand that, although a wonderful hobby, it is not a biodiversity action.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• We have put up signage throughout both of our sites to educate our staff around the importance of Biodiversity and how they can play a role in their own gardens at home.</li> <li>• We have also become impact partners with Steppingstones Forests and we got involved in a soil preparation day in a School in Tyrellstown. The soil will be ready in December for us to return and plant up to 500 pollinator-friendly trees.</li> <li>• The money we have donated will go towards the education of school children around Biodiversity.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? <b>YES.</b></p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></p> <p>We don't have any hedgerows or grass on our site.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p>

	<p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></p> <p>6a. For Bord Bia's Origin Green members <b>ONLY</b>. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <p>We plan on getting involved in more days like this throughout the year and helping to grow more and more forests and potentially plant our own forest next year. We will put a greater focus on educating our staff around the actions they can take next year also.</p>
<p>28</p> <p>Keelings</p>   	<p>Signed up July 2019</p> <p>Mapped on 'Actions for Pollinators' data-mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• <b>B</b> - Again Keelings have reduced mowing across the entire farm, from March to November, to promote regenerative farming (With a high emphasis on No Mow May).</li> <li>• Increased wildflower amenity planting around facilities and incorporating prime agri-land as natural native wild Meadow (conservation area).</li> <li>• <b>D</b> - Creation and maintenance of pollinator friendly habitats, bee hotels, bare earth, sand piles</li> <li>• <b>A</b> - 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.,). Waterways and water sources for pollinators included.</li> <li>• <b>E</b> - Reduced pesticides 2022.</li> <li>• Native Black Irish Honey Bee (NIHBs) supporters.</li> <li>• Communication from our farm through our growers who are highly trained in Growing knowledge and with sustainable system thinking, sustainable food systems and supply chains within our food system knowledge.</li> <li>• Communication from our Retail and Marketing department who are highly trained in and with knowledge of sustainability.</li> <li>• Identifying unusual pollinators and publishing on social media accounts.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>NO.</b> All wildflowers are sourced responsibly via a reputable and audited supplier of Native Wildflower seed.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>NO.</b> We manage native Irish Honey Bees NIHBs. Without this practice, non native species will threaten the existence of Native species</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• 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. Through Keelings Better World programme training/ Biodiversity module.</li> <li>• We are working with suppliers with surveys and communication on sustainability goals including land use and biodiversity.</li> <li>• Keelings driving re-wilding and raising awareness of natural capital.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? <b>YES.</b></p>

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**YES/NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES. (Through Trinity PhD 2021).
- **Did your business participate in the Bumblebee Monitoring Scheme?** YES. (Through Trinity PhD).

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES (continue 2024). We are working with a sustainability plan including Biodiversity and Land use incorporating the All-Ireland Pollinator Plan principles. This is now a Biodiversity Pillar within our companies Sustainability Strategy. i.e., our actions for our 2024 pollinator-biodiversity work.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Continue all of the above (Q1 AND Q2). Increase wild-flower 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.

29

**Kepak**

Signed up January 2021

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

**KEPAK**



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have completed biodiversity mapping at 3 of our sites. All sites have been given recommended actions that can be used in conjunction with the specific habitat maps produced on their site. Actions completed included:

- **A** – Cut hedges on a 3-year rotation protocol at applicable sites.
- **A** – Retained woodland area at McCarrens and have a plan in place to eradicate Japanese knotweed.
- **A** - Avoided reseeding.
- **A** – Map and zone designated areas for biodiversity such as:

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Improved Agricultural Grassland</li><li>• Dry Meadows</li><li>• Hedgerows</li><li>• Treeline</li><li>• Drainage Ditch</li></ul> | <ul style="list-style-type: none"><li>• Earth Bank</li><li>• Recolonising bare ground</li><li>• Arable crops</li><li>• Flower beds &amp; borders</li><li>• Buildings &amp; Artificial Surfaces</li></ul> |
|---|--|
- **B** – reduced mowing across all sites.
  - **B** – Introduced mowing regimes for areas such as dry meadows, improved agricultural grassland and tree-lines.
  - **C** – Increased amount of wild plants.
  - **C** - Increased planting of trees to support a rich variety of organisms such as lichens, mosses, birds and insects.
  - **E** – We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

In addition to biodiversity actions completed in 2022, site champions are conserving natural spaces using the maps and zone information produced. They will be implementing site specific action plans with targets in response to this out to 2025.

In 2022 we completed biodiversity mapping on 8 farms in Co. Meath - a mixture of pasture and arable fields.

- Farmland reports were developed with the aim to address the pollinator use of linear habitat features (hedgerows) on farms in Co. Meath, and the implications for conservation.
- Farms were surveyed to create a detailed plant and pollinator dataset. This dataset will be used to inform future linear field boundary management recommendations.
- A total of 1,384 pollinators were surveyed in 2022.
- The farms were ranked by highest abundance of pollinators.
- A total of 19 different bee and butterfly species were observed.
- Ireland has 21 native bumblebees, 5 were found on the farms.
- Ireland has 35 butterfly species, 12 were found on farms.
- Pollinator food – (Flowers) had been identified in each are of the farms.
- Recommendations were given on how to protect and enhance these areas.

In 2022 we also engaged with:

- BRIDE valley biodiversity project: Kepak farm was scored for biodiversity and presented with a feedback report containing current good biodiversity measures and actions and where we can improve.
- SAI Regenerative Agriculture Programme: Kepak remains on the steering committee in 2022 and 2023, and as the only Beef industry member we are excited to play this pivotal role.
- This program has further developed into a framework of monitoring on farm practices that affect regenerative agriculture. In 2022 the programme designed a monitoring tool for on farm measurement, in 2023 this tool will be piloted by SAI platform founding members and will measure indicators in line with impact areas such as: \*Soil \* Climate \*Biodiversity \* Water Quality \*Farmer Livelihoods.
- With biodiversity as one of the main pillars within regenerative farming, we are expecting this to provide significant support to our biodiversity strategy.

#### **Index**

*D = Include nest boxes & pollinator friendly earth banks*

*A = Protect what you have*

*B = Reduce Mowing*

*C = Pollinator Friendly Planting*

*D = Provide Nesting habitats*

*E = Reduce use of pesticides*

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We did not gift any wildflowers but gifted honey from our bee hives. Clover was sown instead of wildflower at our sites and supplier farms.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES. All our honey beehives are managed by expert beekeepers and biodiversity champions at sites. By the reduction of mowing and hedgerow cutting we have provided plenty of food for the bees to thrive on. We will not be increasing the number of hives at our sites currently at 7.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** We have collaborated with Trinity College Dublin to support us in our communication in delivering internal workshops, quizzes and guidance to our Biodiversity Champions, colleagues, and suppliers within the research.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. 25.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

7. What are your proposed pollinator-biodiversity action(s) for 2024? Site champions are conserving natural spaces using the maps and zone information produced. They will be implementing site specific action plans with targets in response to this out to 2025.

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Kerry Dairy  
Charleville

Signed up October 2023 – NEW business supporter

Mapped site(s) on Actions for Pollinators – data mapping portal. **N/A.**



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

31

Kerry Dairy  
Consumer Foods

Signed up October 2023 – NEW business supporter

Mapped site(s) on Actions for Pollinators – data mapping portal. **N/A.**



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

32

Kinsale Mead Co

Signed up March 2019

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



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

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 real honey education, raw honey tasting and making and tasting mead. We are passionate about all things bees & honey.

- **A** - Our wild area at the side of the site is self-seeding and we have not engaged in any planting this past year apart for removing plastic rubbish. It's a small area but has quite a few plant types as listed on the database. We did not see a lot of bees or bumble bees through May, possibly foraging off the huge hawthorn blossom this year,

- **A** - The tall fennel plants, up to 8ft high continue to be a huge magnet for many bees and wasps in August which seems to attract many types to the very small surface blossoms.
- We did see large numbers of bumblebees on the herbs in August as well as several sightings of hummingbird hawk-moths. We did not see any miner bees again this year on the steep stony section on the area where we have drilled some small holes.
- **D** - We added water to our two mini bee hotels on quite a few occasions during May and June but the bees and bumble bees did not visit and at this point, we don't think the design works as a mini bee hotel.
- Denis completed a UCC permaculture course this year with Kinsale college permaculture expert and has used the knowledge to create a much more balanced pollinator friendly vegetable garden.
- We had several sessions with Paul Kelly of Chanting Bee Apiary to educate us further on Honey Bees and the continued challenges they are facing from pesticides, disease and invasive predators.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We left our wild area self seed this year and did not do any new planting and also we discontinued any further wildflower seed gifting.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** While we agree honey bees are not threatened with extinction like many other bees, we don't agree that they are not in a healthy place. We hear many stories from beekeepers about impact of pesticide spraying impacting their bees, cutting of pollinator friendly hedgerows, impact of disease and volatile weather patterns. Also, the continued sale of so much cheap adulterated honey in our main supermarkets is making it very difficult for beekeepers to sustain themselves. Ireland is still a really low producer of honey and there's no sign this is changing and this is a reflective of the wider situation with biodiversity loss in Ireland as reflected in the Citizen's Assembly Forum report on Biodiversity loss.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Our main effort is through our meadery tours where we host thousands of visitors each year.
- 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 that only a small percentage of honey consumed in Ireland is from Irish honeybees or even honey.
- 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 practices.
- We continue to use the All Ireland Pollinator plan posters to educate people on the plants they can use or pollinator planting in their homes and communities.



**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.** We have done our own monitoring throughout the year but not engaged in any formal logging or counts.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**



	<ul style="list-style-type: none"> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>YES.</b></b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES.</b></b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We are looking to get support from site landlord to create a large pollinator friendly area around the main industrial building that our business is located on – we were not able to achieve this in 2023 but will try again in 2024.</li> <li>• We are updating our content in the meadery on pollinator friendly planting and herb garden information using the latest posters from the NBDS. We would also like to add some posters to our wild area on the various pollinator friendly plants they are seeing and the types of bees and bumble bees they will see there during the late spring and summer months.</li> <li>• We are looking to engage in and support at least one new community initiative around biodiversity loss in particular in raising awareness around how serious the situation is in Ireland.</li> </ul>
<p><b>33 KSG Catering Ltd.</b></p>  	<p>Signed up August 2021</p> <p>Mapped on 'Actions for Pollinators' data-mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We contacted all client sites and had an uptake of 6 sites in total who reduced mowing for 2023.</li> <li>• On our own site we identified an area for protection (mowed once per year) and reduced mowing on other parts of the site to 4-week cuts.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>YES.</b></b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>YES.</b></b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have signage in place to communicate our initiatives to clients/ employees who visit the site.</li> <li>• We put out a marketing campaign explaining Happening Day and the 'No Mow' initiative.</li> <li>• We encouraged our clients to participate through a campaign.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? <b>YES.</b></b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>YES/NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></b></p>

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

6a. For Bord Bia's Origin Green members **ONLY**. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? **YES.**

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- We will look to quantify how much of our supply chain are signed up to the AIPP and how we can work together to increase the partaking of the 'No Mow' campaign.
- Because our own physical space is limited we hope to run an internal drive to encourage employees to be part of the campaign, at home. We hope to run a lunch and learn style initiative with KSG employees.
- We have a longer running initiative which we hope to launch in 2024, involving tree planting. We are hoping this will widen the impact we can have across the island.

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**Lakeland Dairies**  
**Bailieborough**



An initiative by  
**BORD BIA**  
Bord Bia

Signed up June 2019

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** – We have 50 acres of woodland on site which is left wild for biodiversity.
- **A** - managing our hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this.
- **B** – 1.8 acre wildflower meadow which is sown annually.
- **B** – Participate in No Mow May.
- **E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **NO.**

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **YES.**

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have an Environmental notice board on site where we attach the monthly AIPP notices to.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? **YES.**

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? **NO.**

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **NO.**

6a. For Bord Bia's Origin Green members **ONLY**. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? **YES.**

**Lee Strand  
Co-operative  
Creamery**



Signed up February 2022

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

**UPDATE 2023**

**Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Lee Strand continues to monitor area size 310m<sup>2</sup> within its site boundary which has been planted with pollinator friendly flowers. Our 1000m length of existing dry-stone wall continues to be protected and is not sprayed. Ivy has been left to grow on parts of the wall to provide shelter for pollinators.
- **B** - We continue to maintain an area of 28328m<sup>2</sup> as a long flowering meadow-1 grass cut and lift per year.
- **E** - We have eliminated pesticides, except for spot spraying when necessary.
- **B** - We have reduced mowing in our carpark area.
- **C** - Introduced pollinator friendly plants in all plant containers and hanging baskets.
- **A** - Left a section of site boundary to grow wild with brambles and nettles close to dry-stone wall.

Our farmer advisor continues to support local farmer suppliers to participate in sustainable farming schemes including;

- Habitat protection schemes
- Spreading slurry by using low emission spreading equipment
- More efficient use of fertilisers

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We increased reduced mowing in 2023, in car park area and along boundary site.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** Left a section of site boundary to grow wild with brambles and nettles.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Lee Strand sponsored School Journals for primary schools throughout County Kerry for the school year 2023/24. Two pages of the journal has been devoted to introducing primary school children to Pollinators and what they can do to help.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO**  
But we intend to introduce FIT Counts to our staff for 2024 and carry out training on same.

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**  
ISO 14001:2015 and sustainability Report included in Annual Accounts.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Business to participate in Flower Insect Timed (FIT) Counts.



Signed up September 2018

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - In 2022, we revisited 20 of our pollinator sites to align to our updated pollinator store management guide, following the gold/silver/bronze approach. On sites with suitable space we installed native hedgerows or 10 native trees. In total we installed 9 hedgerows across 9 of our sites (10m native hedgerow minimum). In addition, we installed 40 native trees across an additional 4 sites (10 native trees per site).
- **B** – Yes across all 20 of our revisited pollinator sites, these now follow the short flowering grass cutting option (cut every 6 weeks), with cuttings lifted after to reduce soil fertility to allow for natural regeneration of wildflowers.
- **C** – Yes across the 20 of our revisited sites we have planted 21sqm of native shrub beds, 12 herb beds and 14 perennial flower beds. We have also allowed for native wildflower meadows (all ornamental planting is as per All Ireland Pollinator Plan suggestions).
- **D** – Have you designated nesting habitats? We have installed 9 native hedgerows, we are looking into additional options (not insect hotels) as nesting habitats.
- **E** - We have reduced pesticide usage as much as possible.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** No wildflower seed mixes were planted at any of our pollinator sites in 2022.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We did not manage any honeybee hives.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We continue to communicate around our 'bee-friendly' planting option in our weekly leaflet which are on sale in store. We celebrated national biodiversity week in our leaflet to communicate our pollinator strategy. In the forthcoming year we endeavour to further educate and communicate with suppliers, customers and employees re biodiversity.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** We weren't aware of Biodiversity Maps but will seek to use it in the coming year. A tutorial on how to use this feature would be useful.

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** We will continue to roll out our updated pollinator management strategy (which we worked with the National Biodiversity Data Centre [www.BiodiversityIreland.ie](http://www.BiodiversityIreland.ie) on) to ensure we are following best practice (this includes native hedgerows/trees, ornamental planting and reduced mowing). In addition, we are looking to monitor our impact on our sites through baseline surveys. We would also like to include additional nesting habitats for pollinators.

**Signed up April 2023 – NEW business supporter**

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

**UPDATE 2023****1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C – Liffey Meats completed our biodiversity/wildflower garden in April 2023 with a total area of 2439 m<sup>2</sup> which had many plants and species established here.
- B - We reduced or mowing of grasslands and gardens on-site and took part in the 'No Mow May' campaign.
- A – Commitment to protecting our hedgerows of 1297.64 m on-site to safeguard habitats and provide food for pollinators.
- C - A range of AIPP recommended plants and species have been planted in our flower beds/ window baskets and pots at our offices.
- E - Liffey Meats reduced usage of pesticides on-site as it would be harmful to our plant species and natural habitats that were created throughout 2023.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have 4 beehives on site which are located in our biodiversity/ wildflower garden. Beekeeper: Alain Raymond Kingscourt, Co. Cavan.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Liffey Meats created a Green Schools Programme with the local Primary and Secondary Schools. We completed a workshop in the schools regarding AIPP and what benefits it has for biodiversity/environment and climate action.
- We did a competition for the best biodiversity art poster in the schools and had excellent prizes for the children.
- Local Schools came on-site for tours to have a look at our biodiversity areas and gave them an insight on how to implement AIPP standards on their gardens at home.
- Every 2 weeks a newsletter is sent out to employees regarding an update on AIPP progress and for on-site updates, Information is given to employees in the newsletter on how to increase biodiversity in their local community and their gardens.

**\*BIODIVERSITY MEASUREMENT & MONITORING****3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie) YES.****4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **YES/8.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO/N.A.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.****\*BIODIVERSITY GOVERNANCE****6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.****6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.****7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Keep engaging with the local community and schools regarding biodiversity. Update Suppliers/Farmers on our achievements on-site and plans for more biodiversity projects in conjunction with the AIPP, and share knowledge with them on how to improve their biodiversity.

Mallow  
Mia



### Signed up March 2023 – NEW business supporter

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - Our business has maintained natural hedgerows including bramble, ivy, hawthorn, gorse and honeysuckle surrounding the building. Blackcurrant and gooseberry bushes were also maintained as a food source. There is an area with native trees beside the business which was maintained and includes horse chestnut, ash and elder trees. There is also an area with apple trees which were unharvested and left for wildlife this year.
- **B** - Grass was not mowed from April to June this year to create 2 flowering areas which included clover, dandelion, primrose and daisy.
- **C** - We planted native and ornamental pollinators in the area close to the building, including: aster, bluebells, skimmia, helleborous, snowdrops, yarrow, lavender, lady's mantle, allium, verbena, foxgloves and mint to provide pollinator suitable plants over a number of months. We will continue to convert grass lawn to areas with pollinator friendly plants in the spring 2024.
- **D** - We have maintained hedgerows and kept ivy on trees and stone walls to provide suitable nesting for bees and other insects.
- **E** - No pesticides were used on any garden or fruit plants this year. Weeds were physically removed from the parking area instead of using weedkiller. Mulch from leaves, grass cuttings, bark chips and shredded cardboard was used to suppress weeds around plants.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We didn't mow the lawn for 3 months from April to end June and left an uncultivated area behind the stone wall and barn area which now has native gorse bushes and nettles growing.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We do not manage any honeybee hives on site but maintained bramble, ivy, stone walls and hedgerows to provide a habitat for other types of bees.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have:

- displayed the pollinator plan membership at the entrance of our building and mention the programme and its importance to visitors to our workshops.
- posted on our Instagram stories about pollinators we've included in the area around the building.
- picked litter every month for the last 6 months along 1 km of hedges and road sides in our area.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](https://biodiversityireland.ie))? YES.**



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/5.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.




**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](https://biodiversityireland.ie))? YES.**

#### \*BIODIVERSITY GOVERNANCE



	<p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>NO.</b></p> <p>6a. For Bord Bia's Origin Green members <b>ONLY</b>. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? We plan to plant suitable fruit plants and pollinating flowers on land close to the building and monitor the insects in the FIT counts more regularly throughout the Spring and Summer.</p>
<p>39 <b>McBride Fishing</b></p>   <p>An initiative by <b>BORD BIA</b> IRISH FOOD BOARD</p>	<p>Signed up September 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <b>PHYSICAL (A-E)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>C – Pollinator-friendly planting. Two 40m trenches dug at our store and planted 60 different types of hedge into the tracks. We dug two trenches as the site is quite open and hopefully when they get up they will shelter each other, the trenches are approx. 1m apart and we staggered the planting of the hedges, we mixed all the hedges up as to make it look like a natural wild hedge row. Species include: Crataegus Monogyna (Common Hawthorn), Prunus Spinosa (Blackthorn/Sloe), Prunus Avium Salix (Goat Willow).</li> <li>C - We have plans this year (2023) to make two more tracks approx. 20m in length and add to the current hedge as per our site map.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>YES/NO.</b></p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>YES/ NO.</b></p> <p>2. Which evidence-based <b>COMMUNICATION (F)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? <b>N/A.</b></p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? <b>YES.</b></p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>YES/NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? <b>YES/NO.</b></li> <li>Did your business participate in the Bumblebee Monitoring Scheme? <b>YES/NO.</b></li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES/NO.</b></p> <p>6a. For Bord Bia's Origin Green members <b>ONLY</b>. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES/NO.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <p>We have plans this year to make two more tracks approx. 20m in length and add to the current hedge as you can see in the attached site map.</p>



<p>40 <b>McCormack Family Farms</b></p>  	<p>Signed up November 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A &amp; E</b> - 2 protected wetland areas of total 2ha remain untouched, free from pesticide and herbicide.</li> <li>• <b>A</b> - Approx. 20km of borders and hedges with extra wide headlands maintained (approx. 9m wide) with grasses and wildflowers.</li> <li>• <b>B &amp; E</b> - 8ha field with long flowering meadow; 6 beehives on site managed by local beekeeper; area free from herbicide and pesticide</li> <li>• <b>B &amp; E</b> 10ha of organic field with no pesticide used + 14ha in conversion to be completed next year; areas free from herbicide and pesticide.</li> <li>• <b>C &amp; D</b> - 8 bug hotels installed around the factory as well as multiple flower pots.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> Only native wildflowers being promoted on our sites.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> No change – our beehives are still managed by local beekeeper.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Every year we take part in Agri Aware Incredible Edible education programme and this involves a 'Meet the Farmer' call with primary school pupils from all over the country. This year we allocated a portion of this call to biodiversity.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b> <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES. <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES – mapped.</p> <p><b>*BIODIVERSITY GOVERNANCE</b> <b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> YES. <b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> YES. <b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We plan to continue all ongoing projects.</li> <li>• Continue digital communication highlighting role of pollinators and our biodiversity actions.</li> <li>• Promote AIPP on-site with signage.</li> </ul>
<p>41 <b>Meade Farm Group</b></p> 	<p>Signed up May 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

- **A** - Meade Farm have protected areas that are already providing food and shelter for pollinators such as our 'Nature Reserve' in Lobinstown. We leave pollinator strips between our hedgerows and our crops to give our bees a buffer zone!
- **B** - We have allowed our apiary area, as well as some of our outlying meadows to flower, thereby creating long-flowering meadows.
- **C** - We have pollinator friendly containers here on site, a pollinator friendly flower bed in our newly built area, and clover grass throughout our dairy farm.
- **D** - We restrict our hedgerow trimming on all internal hedgerows of owned land to every five years or longer intervals where possible.
- **D** - We have a nature habitat covering approximately 1.76 acres with south facing earth banks for nesting of solitary bees.
- Meade Farm use Integrated Pest Management to reduce the amount of artificial inputs on our crops.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We still have a resident beekeeper who does a bit of public education around bees for us. His apiary is very well managed and we believe the nearby red mason bees in residence part of the year at our security booth are a testament to this.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We do social media postings throughout the year based on the All-Ireland Pollinator Plan newsletters that come to us.
- We also regularly do tours for local schools, businesspeople and community groups.
- In all of these tours we include a biodiversity/bee talk to make people aware of the necessity of our bee population and what they can do to help them!

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.** But we intend to join the scheme in 2024 after we get the appropriate training.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**






**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**





**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**




**7. What are your proposed pollinator-biodiversity action(s) for 2024?**







We are commissioning and installing a total of 7 owl boxes in our area to provide a habitat for barn owls.

- We are increasing our pollinator friendly areas to include 5.41 acres of land.
- We are signing up for the Bumblebee Monitoring Scheme for 2024 but need bee training first.
- We hope to recruit a good cohort of our employees to participate in this scheme.

<p>42</p>	<p><b>Moy Park Ltd.</b></p>    <p>An initiative by <b>BORD BIA</b> IRISH FOOD BOARD</p>	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>In 2022/3 we have undertaken the following initiatives:</p> <ul style="list-style-type: none"> <li>• <b>F</b> - Sponsorship of Keep Northern Ireland Beautiful Hedgerow Heroes – 3 year project to plant 20 metres of hedgerows in 33 schools in Northern Ireland and teaching children the benefits of hedgerows.</li> <li>• <b>F</b> - Sponsorship of the Biodiversity University (Mid &amp; East Antrim) in August 2023 – opportunities for families to learn about the natural world through fun activities</li> <li>• <b>C</b> - Planted native wildflowers on one of our sites.</li> <li>• <b>F</b> - Tree planting with a local school.</li> <li>• <b>B</b> - Altered mowing regimes to allow wildflowers to flower.</li> <li>• <b>E</b> - Insect hotels installed on our sites.</li> </ul> <p>We have also achieved Platinum level Business &amp; Biodiversity Charter (BITCNI recognition).</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> Reduced mowing.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• No Mow May encouraged with all employees.</li> <li>• Seasonal biodiversity communications shared with all staff – what they can do at home and work to enhance and protect biodiversity &amp; pollinators.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> But we have moths on one of our sites that we are hoping to monitor in 2024.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>
<p>43</p>	<p><b>Morgans Fine Fish (T/A)</b> (Seafood Processors Ltd.)</p>   <p>An initiative by <b>BORD BIA</b> IRISH FOOD BOARD</p>	<p>Signed up October 2023 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>

<p><b>44</b></p> <p><b>Musgrave Group SuperValu</b></p>   <p>An initiative by <b>BORD BIA</b> Irish Food Board</p>	<p>Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <ul style="list-style-type: none"> <li>• Supervalu (Musgrave Group) focused on a significant pollinator initiative in 2022 through sponsorship of the Schools' 'Save the Bees' project.</li> <li>• In 2023 Supervalu has developed a project with GIY.</li> <li>• Supervalu is delighted to continue to support the All-Ireland Pollinator Plan and will continue to do so in 2024.</li> </ul>
<p><b>45</b></p> <p><b>Newgrange Gold</b></p>   <p>An initiative by <b>BORD BIA</b> Irish Food Board</p>	<p>Signed up November 2018 Mapped on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Actions taken include:</p> <ul style="list-style-type: none"> <li>• <b>A</b> - 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 Oats which were not harvested in 2023 due to weather issues.</li> <li>• <b>B</b> - Reduced mowing - Area managed as long-flowering meadow-1 grass cut &amp; lift/year (m2) 1165.93m2.</li> <li>• <b>C</b> - Pollinator friendly planting - 3830.83m2 Herbal ley strip beside the Boyne Valley. We will leave this until next spring and establish if it needs to be replanted or left to seed naturally for a 3<sup>rd</sup> Year.</li> <li>• <b>D</b> - Provide nesting habitats – 2 bee hotels installed. Length of existing drystone walls protected (m) – 15.26m.</li> <li>• <b>B</b> - A number of areas have been allowed to go fallow around our house.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We have allowed pollinator areas to naturally develop by reducing cutting, Pesticide use that is not on hard surfaces.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? N/A.</b></p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> We did note Ashy Mining bees on the farm within the SAC and in other locations. We will look at organising recording in spring and summer 2024.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b> Ashy Mining bees were recorded.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b></p>

	<p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? We will look at species Monitoring will take place in 2024 and we will look to include these on the biodiversity Ireland database.</p>
<p>46</p> <p><b>Oakpark Foods (T/A) (Honeyvale Foods)</b></p>  	<p>Signed up November 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>C - We have planted a range of AIPP recommended pollinator friendly flower beds including daisy, white clover, fox glove etc.</li> <li>E - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>4 x * Social Media posts to raise awareness on Actions for Pollinators as per <a href="https://www.instagram.com/oakparkfoods/?hl=en">https://www.instagram.com/oakparkfoods/?hl=en</a></li> <li>Oakpark are taking part in local fundraiser for Town Planting with the collection and donation of Aluminium Cans in association with Cahir Tidy Towns.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</p>
<p>47</p> <p><b>O'Brien Fine Foods</b></p> 	<p>Signed up May 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>A - <b>Protect what you have</b> - O'Brien Fine Foods has continued protecting what we have including our wetlands and surrounding areas of our premises.</li> <li>B - <b>Reduced Mowing</b> - We have continued to reduce mowing to 1 cut per annum around the boundary of the wetlands to allow for natural regeneration of verges.</li> </ul>

 	<ul style="list-style-type: none"> <li>• <b>C - Pollinator Friendly Planting</b> - 100 native Irish trees were planted and distributed to employees across both sites.</li> <li>• <b>D - Nesting Habitats</b> – Existing bug hotel and hives were preserved.</li> <li>• <b>E - Reduce use of pesticides</b> - No pesticides used onsite.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We have continued to reduce mowing instead in certain areas onsite.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We do have 5 hives on site which we use, but will not increase numbers moving forwards.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We had our 4<sup>th</sup> Biodiversity Survey completed this year by external consultants to identify current status and future actions.</li> <li>• We communicated and invited all suppliers to sign up to the AIPP.</li> <li>• We have engaged with a local school to sponsor the printing of the Junior Pollinator Plan.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES</b> – We have located our site map but now have to identify species.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p>
<p><b>48</b></p> <p><b>Outcast Brands</b></p>   	<p><b>Signed up July 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
<p><b>49</b></p> <p><b>Pilgrim's Food Masters Shillelagh</b></p> 	<p>Signed up August 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B - 2 x 4 week No Mow periods in the months May-July.</b> Maintained a reduced mowing regimen.</li> </ul>





- **F** - Communication with site maintenance, included in AIPP meetings – to review site actions which impact plans in relation to the activities and objectives of the AIPP
- **E** - Light touch approach to the use of chemicals for site maintenance.
- Preparing a communication action plan for site audits and other visitors on site with respect to the AIPP.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We did not have any plans to sow/gift wildflowers. 2023 Strategy to maintain and enhance what we already have on site, which includes a hay meadow, wild areas, riverside and tree perimeter.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We did not have any plans for beehives on-site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Group email distributed to communicate No-Mow plans on site. Also included on TVs throughout common areas, visible to site visitors for the months May-July.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Prepare and implement a biodiversity measurement and monitoring action plan.
- Map pollinators on site, identify any seasonal gaps in pollinator friendly plants on site.
- Make our carpark and borders more pollinator friendly through planting.
- Invite all Pilgrims Food Masters Sites to sign up to the plan.

**50 Portmagee Distilling and Brewing Company Ltd.**



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



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Allowing natural hedgerow growth in surrounding fields and continued growth of native woodlands.
- **B** - Planting of pollinator friendly wildflowers at Portmagee Domes external berm.
- **C** - Maintenance of Bee Hotel at Visitor Site, visible for visitors to see.
- **D** - Facilitation of a Beehive colony with our Valentia Island neighbours Island Organix to allow a queen bee to rebuild her colony away from existing ones during the off-season months.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We reduced mowing on lands and have left several fields rewild naturally.



	<p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We provided facilitation of a Beehive colony with our Valentia Island neighbours Island Organix to allow a queen bee to rebuild her colony away from existing ones during the off-season months.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Appropriate signage is placed to inform people of the All-Ireland Pollinator Plan placed at reception space to visitor centre.</li> <li>• We also mention our participation with the All-Ireland Pollinator plan as part of our organised tours to create awareness.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ol style="list-style-type: none"> <li>1. Continue to develop our native Irish Woodlands and rewilding efforts.</li> <li>2. Improve signage to inform visitors to the site of our Pollinator plans.</li> </ol>
<p><b>51 Renegade Waterford Distillery</b></p>   <p><small>An Initiative by BORD BIA IRISH FOOD BOARD</small></p>	<p>Signed up June 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A -Maintained our garden onsite – pollinator friendly flowers and shrubs etc.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We have left a section of our garden untouched so it is wild.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We were advised not to have a beehive on our site for safety reasons so we decided to adopt a beehive from the East Waterford Beekeepers Association. We hope to continue this on an annual basis.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We invited our employees to sign up to 'Pledge your Garden'.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> </ul>

- Did your business participate in the Bumblebee Monitoring Scheme? NO.
5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

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**Shannon Vale Foods**



Signed up October 2022

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

This is the first year of our AIPP Action for Pollinators plan, throughout the year, we have delivered a range of actions including:

- B - designated 18765m2 to create a naturally regenerated long wildflower meadow through **reduced mowing** (once a year).
- C- We have planted a range of AIPP recommended pollinator friendly flowers in pots and hanging baskets (including Bidens, Bacopas, Nemesia Rose, Nemesia Blue, Peruvian lily, Dahlia, Heather & Honeysuckle climbers).
- E- We have eliminated pesticide use in our designated long wildflower meadow.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

F- We raised awareness about Pollinators.

- We erected a pollinator friendly zone sign next to the area where we planted the pollinator friendly flowers. We used the recommended template from the AIPP website.
- We also raised awareness within our workplace. We sent email all of our staff in May 2023 to raise awareness about World Bee Day. In the email, we explained the essential role bees play in keeping people and the planet healthy and we created awareness about how one third of our bees are at threat of extinction. We also encouraged all of our staff to take part in No Mow May at home in their own gardens.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.




4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? N/A.
- Did your business participate in the Bumblebee Monitoring Scheme? N/A.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

		<p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> YES. We are in the middle of devising our new 5-year plan for Origin Green and AIPP 'Pollinator Actions' is going to be one of our new target areas for the next 5 years.</p>
53	<p><b>St. Patrick's Distillery</b></p>   <p>An initiative by <b>BORD BIA</b> Irish Food Board</p>	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We have retained Bramble and Ivy.</li> <li>• <b>B</b> - We have reduced mowing of grass to create short-flowering areas.</li> <li>• <b>C</b> - We have Increased pollinator-friendly planting bulbs &amp; flowers around our business premises.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> NO.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> NO.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Successfully, encouraged employees to plant friendly planting bulbs &amp; flowers in their own gardens. Photo evidence available if required.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES/NO.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> N/A.</p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> YES.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> Engage with Business for Biodiversity Ireland <a href="http://www.businessforbiodiversity.ie">www.businessforbiodiversity.ie</a></p>
54	<p><b>Stillgarden Distillery (Disruptive Spirits Ltd.)</b></p> 	<p>Signed up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - Retained and improved a woodland area. Removed invasives but maintained bramble and ivy.</li> <li>• <b>A</b> - Natural rejuvenation of wildflower patches in our community garden. No seed mixes used for two years, but seeds collected and distributed.</li> <li>• <b>B</b> - Reduced mowing in a 4m2 patch outside our offices to twice per year.</li> </ul>



- **C** - Increase in planting of pollinator friendly bulbs, and flowering shrubs, e.g. woodbine, muscari, roses (pesticide free).
- **D** - South facing earth bank beginning to be cleared for nesting sites. We had an insect hotel that was set alight over the summer, but I will be soon drilling holes into the brick wall instead.
- **E** - No pesticides used.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** Didn't use.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** No hives, but may be introduced along the line for production.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

On tours of the garden, we discuss the pollinator-friendly maintenance of the garden and share the wildlife benefits and consequences of our efforts. With the amount of pollinators and rich biodiversity in the garden, this also speaks for itself. AIPP signage is around the distillery and in the garden too.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. 5.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. 1.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.**

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**TJ Carolan & Son Ltd.  
(Heaven Hill Brands)**



Signed up August 2022

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

**UPDATE 2023**

**Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**B** – retained existing low intensity grassland habitat in conjunction with our copacker First Ireland Spirit (also member of AIPP and Origin Green). This area is currently being managed as traditional wildflowers (hay) meadow.




**B** – reduced mowing on the gas verges and removed cuttings to a designated compost area.




**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** Together with First Ireland Spirits we plan to manage amenity grasslands under reduced mowing next year.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Engaged with our Copacker on 'connecting habitats' on FIS site for pollinators.

	<p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO (it will be in 2024).</p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</p>
<p>56      <b>The Culinary Food Group</b></p> <div data-bbox="318 821 487 915">  </div> <div data-bbox="339 982 464 1037">   </div>	<p>Signed up September 2023 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>B - We have designated a 75m2 grass area to create a naturally regenerating long wildflower meadow through the <b>reduced mowing</b> action. We will only be mowing this a maximum of once per year. Historically this was a lawn that was mowed regularly throughout the year.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We gifted native wildflower seed bombs to our employees as part of our Environmental day initiative on site. At this point we were unaware that they were NOT classed as a Biodiversity action. We are open to other suggestions to replace this initiative next year.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We do not have any honeybee hives or an apiary on our site and we have no plans to start one.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>Every year on our site we host an employee Environmental day where we educate all our staff on Sustainability and Environmental topics within the business. It showcases all our sustainable, environmental and energy saving projects. As part of this day, we do an educational Biodiversity stand where we outline the dangers to the native bee in Ireland and how we can help eradicate the decline of the bees. As part of this we gifted native wildflower seed bombs to all our employees to promote pollination.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul>

	<p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</b> We haven't this year, but we would like to do this moving forward.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> No because we were late joining up this year, but we plan to for 2024.</p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> No, as we are just joined this year, but we plan to integrate it into our targets moving forward.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> As of yet we are still just brainstorming further ideas. We are thinking about designating further areas for reduced mowing or possibly managing some hedgerows and brambles to allow for natural bee nesting.</p>
<p><b>57</b></p> <p><b>Meitheal Trá na Rinne Teo (Waterford Oysters)</b></p>   	<p>Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have delivered a range of actions including:</p> <ul style="list-style-type: none"> <li>• <b>A</b> – We have retained a hedgerow area on 3 sides of our site. We are also retaining Bramble and Ivy as key food sources across the site.</li> <li>• <b>A</b> - managing our hedgerows to allow for bee nesting and early spring flowers.</li> <li>• <b>B</b> - verges are allowed to grow with minimal yearly maintenance in Autumn.</li> <li>• <b>C</b> - We have also planted managed willow (AIPP recommended).</li> <li>• <b>D</b> - We have designated a portion of our south facing earth banks (for solitary mining bees) across the site, allowed the bramble and ivy to remain across all parts of the perimeter (for solitary bees).</li> <li>• <b>E</b> - We have eliminated the use of pesticides completely.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b></p> <p><b>2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We held a staff training session on pollinators, emphasising the rationale behind our pollinator, biodiversity and Origin Green initiatives.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> Yes, as part of staff training.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>



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

7. What are your proposed pollinator-biodiversity action(s) for 2024? Engage with Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

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West Coast Crab  
Sales Ltd.



Signed up September 2019

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

#### UPDATE 2023

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- As our office is located on a main street in Belmullet town, we do not have any outdoor space to be able to undergo our own actions. For this reason, we give an annual donation to Belmullet Tidy Towns.
- We give our street facing window to Tidy Towns to display their information on what actions they are undertaking and what they are promoting at different times of the year.

Our donations go towards many of their biodiversity and pollinator friendly projects which include the following:

- **A** – Managing native hedgerows in different areas around the town.
- **B** – Implementing and promoting reduced Mowing. We also encourage this among our employees throughout the year particularly highlighting the NO MOW MAY initiative.
- **C** – Increasing pollinator friendly planting in many different areas around Belmullet town.
- **D** – Designating nesting habitats, they have done a fantastic job designating areas using natural / historic structures as well as new areas. We enjoy highlighting their work on our display window in our office.
- **E** – Pesticide elimination & reduction. This is also highlighted and implemented by Tidy Towns on their many projects. It is also something that we promote to our employees.
- Belmullet Tidy Towns map all their actions.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES – Our donation allows them to choose the correct seed for the project they are working on.



1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We don't have honeybee hives.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We give our street facing window to Tidy Towns to display their information on what actions they are undertaking and what they are promoting at different times of the year. Further to our communication with Tidy Towns we also continue to receive updates from:

- Tir Aire care home about the raised beds pollinator project we sponsored for their elderly residents. They continue to use the information we sent from the AIPP website which allows the residents to decide which flowers and herbs they plant and have shared duties to monitor these beds.
- Barneys Playschool and after school who we provided mini bug hotels for the children to colour, decorate and place in the garden of the playschool. Information sheets with pictures/species identification were supplied with small looking glasses



	<p>as an initiative to encourage the children to look for different bugs and bees while out and about. Feedback was very positive on this.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? <b>YES.</b></p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p>We have not done this but yet we hope to encourage Tir Aire and Barneys to give it a go as well as encourage employees to get involved in their home gardens.</p> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? <b>YES.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>We hope to continue with the actions we have put in place so far.</li> <li>We hope to attend more workshops and learn of new ways to promote and protect our environment.</li> <li>We hope to give further information to Tir Aire and Barneys in relation to mapping their actions.</li> </ul>
<p>59</p> <p><b>Wyeth Nutritionals Ireland Ltd.</b></p> <p></p> <p> <small>AN INITIATIVE OF</small> <b>BORD BIA</b> <small>REPUBLIC OF IRELAND</small></p>	<p>Signed up 2016</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li><b>C &amp; D</b> - We completed pollinator-friendly planting on our new Mental Health Walk on site that included Rowan Trees, raised beds with pollinator – friendly planting and a bee hotel.</li> </ul> <p>We also:</p> <ul style="list-style-type: none"> <li><b>A</b> - Retained our native woodland that now includes large bramble patches on the outskirts.</li> <li><b>B</b> - Retained our wildflower meadow with just a single cut and removal of cuttings.</li> <li><b>B</b> - Retained our No Mow area.</li> <li><b>E</b> - Continued to minimise the use of harmful pesticides for landscape maintenance and use of organic based pesticide if required.</li> <li><b>A</b> - Maintain the riverbank and riparian vegetation untouched.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>YES.</b></p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>YES.</b></p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? We communicated about the pollinator-friendly actions we incorporated on our new Mental Health Walk.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p>

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.


5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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

## BUSINESS SUPPORTERS ALPHABETICALLY A-Z

	Name of Business	ACTIVITY UPDATE to support AIPP
60	<b>Abbott Diabetes Care Ireland (Donegal)</b>  	<p>Signed up April 2017</p> <p>Mapped site(s) on 'Actions for Pollinators' - data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A &amp; C</b> - Hedgerows are being improved with the plantation of more native trees and shrubs. Hawthorn, alder, and willow.</li> <li>• <b>A</b> - Bramble, ivy, and bracken have been left to grow in the woodland area.</li> <li>• <b>B</b> - Meadows are left long with only one cut per year.</li> <li>• <b>C</b> - Flowers have been planted along the sloped bank area of the site.</li> <li>• <b>D</b> - There are two bug hotels, made from mixed materials on-site that are placed in shaded areas protected from the wind. We hope to identify places to drill holes in fence posts for solitary bee habitation.</li> <li>• <b>E</b> - Pesticides are used sparingly and confined only to certain areas.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> All new planting that took place at ADC Donegal was of native species. No sowing or gifting of wildflower seed mixes took place.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b> We have no apiary/hives on-site.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• School outreach event took place in June, highlighting the importance of pollinators and the management and conservation of their habitats.</li> <li>• As per our weekly all-employee communication, information was shared throughout the year about the importance of the meadow on-site.</li> <li>• Employees were encouraged to walk the Wellness Walk onsite, with a particular view to looking at the habitats and species around them.</li> <li>• As part of the employee circular, people were asked to register their interest in helping support the AIPP here, and to share any ideas or opinions they may have on how to develop the ADC Donegal AIPP.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p>

- ADC Donegal is looking forward to 2024 regarding the AIPP. We hope to highlight more areas for suitable planting of indigenous species and to support the growth of pollinators on site. We will continue to try and attract more fauna and support the self-propagation of trees here. As well as this, we hope to continue our community initiatives and outreach events, bringing awareness and information to the community.
- We hope to conduct another review of the site to identify and record pollinator plant species, as well as invasives. Any invasives that may be on-site will be logged with the National Biodiversity Centre and on Invasive Species website before being dealt with in the most eco-friendly way.

61

**AbbVie MHR Sligo**  
(formerly Allergan  
Pharmaceuticals Ireland  
Ltd.)

**abbvie**

Signed up March 2019.

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have delivered a range of actions including:

- **A - Protecting existing pollinator habitats:** Placing the official pollinator signage along our 1km Sli na Slainte site walking route to inform all employees that this is now a designated protected pollinator habitat. We have also lengthened the existing flowering hedgerow along this walkway in order to ensure other pollinator habitats are protected – wild bramble and trees grow along site perimeter walkway already.
- **B - Reduce Mowing:** It has been agreed in 2023 that one large areas on a steep slope was going to be left unmowed to allow it to be managed as a long flowering meadow. General maintenance /upkeep trimming will take place when necessary but rarely.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** But we are going to focus more on highlighting additional areas on site where we can further reduce mowing to allow for more natural wild growth to take place.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO** and this is something as a business we would be in a position to do due to time and resources to be able to implement successfully on site.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **Supplier Engagement:** a meeting was held with our external landscaping company to inform them of our pollinator plans. It was important they knew and understood the reasoning behind the new signage they were going to see along the Sli walkway and other areas and why we would be asking them to reduce mowing even further in 2024. They agreed with our new plans and will work according to the evidence-based actions.
- **Community Engagement:** Nothing planned for 2023.
- **Employee Engagement:** communication when our site signed up to the pollinator plan in December 2023. This informed all employees on what the All-Ireland Pollinator Plan was all about and why we chose to sign up to it. Regular communication emails went out throughout the year each time a new action was complete and how these actions were benefiting our pollinator habitats. Further communication and advertising to the site took place during national biodiversity

week in May 2023. We also requested employees to add the pollinator logos to email signatures etc.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? Yes,** regular updates are given through our senior management team through our quarterly meetings. A new section is being added to our contractor mgt documentation to ensure any works carried out on site are done so in a way that will not affect the pollinator areas on site.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- **A: Protecting existing pollinator habitats:** Continue to improve the protection of our onsite habitats by updating the site contractor management documentation to ensure the correct questions are asked to ensure engagement takes place with the site environmental specialist on any proposed construction work that may be planned for areas near or around the protected pollinator areas on site.
- **E: Eliminate Pesticides/Herbicides** – Ensure buy in from landscape company to reduce the amount of weed spraying taking place and to continue to spot spray invasives.
- **F: Communication Actions** –Add further educational signage to the site along our walking route with a Sligo Trees & Birds Information sign.

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Accenture



Signed up June 2017

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A & C** - Maintaining our Woodland Environmental Fund Partnership  
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 totaling 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.
- As part of a separate global Accenture initiative with OneTreePlanted.org, over 6,000 further trees have been planted across Ireland in 2022. These have been geo-tagged and can be referenced [here](#).
- In 2023 we continued to sponsor and maintain these sites as necessary to ensure their benefits continue to be realised and our support continues to drive progress on Ireland's native tree cover.
- 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 and Grand Canal Plaza). We have looked into bug hotels and other supports for non-honey bee pollinators but none were practical given the design and locations of our offices.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We did not supply wildflower mixes but we will consider alternative actions such as reduced mowing and increasing planting of native hedgerows where possible.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO,** but we will assess how we can facilitate and monitor other pollinators on our sites or in our communities.

On-site Bees - Following the success of our partnership with Hive Mind to provide beehives in community locations, Accenture partnered with them to install two hives at The Dock in Dublin. These hives serve as a symbol of our commitment to improving the state of nature in our operations, while providing engagement and upskilling opportunities to employees through workshops and hive visits. The bees are young colonies of Northern European Dark Honeybees, *Apis Mellifera*. Their first year here should see them get stronger as they get accustomed to their new location with the main goal this year to help them to progress and strengthen. The bees second year should be more fruitful as they thrive in their environment and there is then an expectation that there will be a surplus of honey which may be utilised by employees. We, with our partner Hivemind, continue to sponsor 8 thriving hives around community locations in Ireland, with up to 800k native bees in total, in the following locations: Coolmine Rehab locations in Dublin and Cork, Peter McVerry centre at Kerdiffstown House in County Kildare and Tabor Lodge rehab centre in Cork.

## **2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **F: Action 18** - 2023 saw Accenture launch our Nature and Biodiversity module in our Sustainability Quotient, with over 22,000 global employees having completed it so far. Our 'Sustainability Quotient' is a company-wide learning program that enables all our people to understand and consider how our work can have a more sustainable outcome and drive change in line with the SDGs.
- Commencing on Earth Day, April 2023, we ran a 5 week-long 'Eco Action' campaign. During this period, we encouraged employees to volunteer, learn and make a change. We hosted biodiversity related information sessions with organisations such as 'Nature Therapy Ireland'. During this time we also amplified the awareness of ongoing virtual volunteering opportunities we offer, with organisations such as Zooniverse and GLOBE Observer, and sustainable employee benefits such as discounts with local organic food providers.
- 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 an event at one of our community hives in Coolmine Rehabilitation Centre where employees had the opportunity to visit the site, learn about beekeeping and the importance of pollinators of all kinds, and taste some incredible honey.
- 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. In 2023, Accenture's funding is estimated to catalyse 50 community-led projects across Ireland. A range of biodiversity friendly projects were launched and delivered as part of this challenge already such as the FreshWater watch, Open Orchard, The Green Plan and Community Fridge.

- In 2023, Accenture's team in UK and Ireland has supported Business for Nature, the World Business Council for Sustainable Development and the World Economic Forum in creating and launching global [Sector Actions for Nature](#), guidance for businesses who are looking to halt and reverse nature loss. This involved globalising some of the guidance which Accenture had released in the UK as [Get Nature Positive](#).

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? N/A.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We have publicly stated environmental goals on climate, water and waste, which already addresses some nature considerations due to the overlap between nature and climate.
- 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, in order to halt and restore nature loss.
- We used the beta TNFD framework to conduct an assessment of our UK & Ireland business to better understand our impacts and dependencies to inform business wide conversations regarding our Nature position. We are in the process of embedding nature considerations into our global business strategy, providing us with an opportunity to broaden its scope within our environmental strategy from an operations, partnerships and people engagement perspective.
- We would like to deliver more Hivemind workshops in our community sites moving further into FY24., in order to grow awareness amongst our people of the importance of pollinators and the work we're doing to promote their protection.
- We hope to continue partnering with Change X with a particular focus on nature and biodiversity protection and restoration within communities across Ireland.
- We will continue to drive biodiversity and nature related employee engagement opportunities across education and awareness and volunteering through promotion of existing and creation of new partnerships.
- We will continue to collaborate with our workplace operations team to explore ways to use our spaces to promote pollinators, through the use of actions 1-15, and to reduce nature impacts across other areas of our office operations.

**\*\*  
Re-  
joined  
after  
AIPP  
deadline**

**Adare Manor Golf  
Resort**

**Signed up June 2017 – RE-SIGN 2023**

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A - We have currently 67 hectares of woodland, wetland and rewilded areas with 3.4 hectares planned for the coming 3 years.



- **C** - We have also begun removing non-native species and replacing them with native hedging.
- **B** - Resort wide reduced mowing across all rough areas on the course and ground, some 10 hectares in all.
- The installation of 6 Insect hotels which are dotted across the resort as of August and this will increase again next year.
- **E** - We have reduced pesticides in all areas except for spot-spraying when absolutely necessary particularly on the golf course.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We do plant certified native wildflower in some areas some 5000sqm. We have 10 hectares of heavy rough that is cut twice yearly only, we will plant 6000 native trees over the next 5 years having planted the first 1000 this year.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We are a NIBHS Irish native honeybee conservation area as of June 2023 having 10 hives on the resort with 3 empty hives for wild swarms. Along with 6 sizable insect hotels across the course and resort.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We now require all **suppliers** as part of the purchasing process to provide us with evidence of the sustainable practices this forms part of our supplier choice for all products and services. And allows us to encourage them to join us in programs we too are part of.
- We also work with other hotels and resorts on food waste composting systems to reduce peat compost and enrich soil quality.
- Staff training is now mandatory on sustainability and they are invited to join in all biodiversity and community works and events like Love Limerick clean up Tree planting days.
- Staff will be asked to partake in No Mow May in 2024 and not cut the lawns and verges for one month.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.** This is part of our action for 2024.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? Not yet but I will have this done in the coming week.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** This is forming part of our 5 year action plan.

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**adventure.ie  
(Go Wild Ltd.)**



adventure.ie

Signed up April 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We moved business premises during the summer. Our home office remains the same at A67FD27.

- **B** - No mowing from mid April until beginning of June. Dandelions came early. Maintained our pollinator friendly plants and allowed native wildflowers to do their thing (i.e. no 'weeding').
- The bank in the garden is still there, but may need some clearing for next year, very overgrown.
- **E** - No use of pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We don't do this anyway.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We don't do this anyway.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Having been turned down for a No Mow May area in our housing estate last year, we spoke with the residents committee earlier this year and were successful in establishing a variety of No Mow zones in the housing development. Ronan engaged with the Tidy Towns committee and organised signage for the village of Glenealy to participate also.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** Had not yet mapped our housing developed, will do so now. Need to remove us from the Laragh site location to a new site in Ashford for next year.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
**NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** N/A.
- **Did your business participate in the Bumblebee Monitoring Scheme?** N/A.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. It's mentioned under biodiversity in our policy that we support the the All-Ireland-Pollinator Plan 2021 – 2025 in our garden and encourage others to do the same.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** We have recently relocated our premises (not home office), so our focus for 2024 will be to encourage our new landlords in starting their sustainability journey – regarding energy, water etc. Also, Cindy is studying an MSc in Sustainable Development and won't be finished until end August 2024. There is a small, wild area to the rear of the building which backs onto a river and may have potential for damselflies and dragonflies and pollinators. We won't have time to look at it until 2025. (Only 2.5 employees).

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**AG UK Ltd.**  
(formerly Acheson & Glover)



Signed up May 2018

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**A** - Dedicated a second quiet tranquil area on our Fivemiletown site to allow 'grow don't mow' to occur.

C - Planted hedgerows for pollinators – planted 160 yards long area, double width, of Irish grown thorn bush.

Remediated an area used to mark out driving route. Now protected and raked out the contents/topsoil added and ready to sow locally sourced native wildflower seeds when planting season comes about.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Kept company up to date on our company social media site called Yammer. Posting about the following topics:

- 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 home, including the butterflies and other insets spotted at our new flower beds and designated areas for wildlife, crayfish, wild falcons and also hares and other animals spotted.
- Also promoting our efforts towards the pollinator plan on our socials such as Instagram and Facebook.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Continue work to designate further areas in our other sites for the pollinator plan. Sign up to the national hub - Business for Biodiversity Ireland  
www.businessforbiodiversity.ie

65

AIB Group PLC



Signed up October 2017

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A - What good biodiversity is your business currently preserving/protecting on your site? e.g. Are you managing your Native hedgerows for pollinators? Have you retained Bramble and Ivy

There are a number of AIB sites where we allow pollinator friendly plants to grow naturally in our grass areas, providing food and shelter to pollinators.

- **B – Have you reduced mowing of grass to create short-flowering or long-flowering areas?** Please see response to section A.
- **C – Have you Increased pollinator-friendly planting (Native/ Ornamental)**  
In 2021, AIB partnered with Coillte to plant 90,000 native trees (such as oak, rowan, holly, willow and alder) over a three-year period on behalf of second level student account holders. In 2023 as part of this of this agreement, Coillte will plant 28,000 native trees once planting season begins in November this year.
- **D – Have you designated nesting habitats?** (e.g. hedgerows for bumblebees etc., and for solitary bees - an old stone wall, south-facing earth bank). **N/A.**
- **E - Pesticide elimination/reduction?**  
AIB's landscaping partner only use pesticides for spot spraying for weeds/invasive species.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- An internal education webinar with a Trinity College Dublin Biodiversity Professor was run to educate staff on the small changes that they can make to benefit local and national biodiversity. We received overwhelmingly positive feedback from staff, and the webinar recording is available for staff to view on our internal communication channels. The webinar was hosted by Professor Jane Stout, Vice President for Biodiversity and Climate Action in Trinity College. Jane is an internationally renowned expert on pollinator and pollination ecology, and a prominent voice for biodiversity and its value
- To raise awareness amongst our employees, AIB celebrated National Biodiversity Week 2023. Throughout the week, intranet communications & competitions on the "No Mow May" initiative and to "pledge gardens for pollinators" were run to encourage staff members to provide a safe nest for bee species that are threatened. Staff were encouraged to share photos of their garden flowers or unmown lawns.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**



**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**


#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

As part of our previously mentioned ongoing partnership with Coillte, AIB will finalise the planting of 28,000 native trees started in November 2023 on behalf of each new student account holder.

66	<b>Airmid Natural Handmade Skincare</b>  	<p>Signed up May 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A (microenterprise).</b></p> <p><b>UPDATE 2023</b> Airmid Natural Handmade Skincare is delighted to support the All-Ireland Pollinator Plan and will continue to do so in 2024.</p>
67	<b>Annaveigh Plants Ltd.</b>  	<p>Signed up September 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>Throughout the past year, we have continued our biodiversity week through the following actions across our tree nursery.</li> <li><b>A</b> - We have managed and maintained our native hedgerows throughout our different fields/ sites for pollinators.</li> <li><b>B</b> - We have also continued our work of protecting designated areas to be allowed to grow as grass and flowering areas. Visitors have admired these areas and said they felt inspired to do the same.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> <b>NO.</b> But having looked through the information you have provided. We have already reduced mowing and will continue to reduce our wildflower seed sowing.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>NO.</b> We do not have any honeybee hives on site. We did consider getting them, but understood from your information provided that they would only create competition for the wild bee species.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>We have engaged with our suppliers in Holland regarding the wild-flower seed mixes they supply. These current mixes can contain over fifteen different seeds which we have listed in our catalogue for customers to review when considering to buy for their own land.</li> <li>As the planting season commences for landscaping work, we look forward to resuming our work with Tidy Towns throughout Ireland to bring more native trees and hedging to their local communities.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>N/A.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p>

		<p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>We will participate in Flower Insect Timed counts to provide a better understanding regarding the diversity we have across our land.</li> <li>We will also start to track and manage invasives on the site you have provided.</li> </ul>
<p><b>**Re-joined after AIPP deadline</b></p>	<p><b>Applegreen (Petrogas Group)</b></p> 	<p><b>Signed up August 2021 – RE-SIGN November 2023</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> (Action 1) – At our top 10 Motorway Service Areas listed below, we have dedicated biodiversity protected areas for re-wilding and trees plantation. Lusk North; Lusk South; Castlebellingham North; Castlebellingham South; Enfield East; Enfield West; Birdhill, Wicklow, Paulstown, Rathcoole.</li> <li><b>B</b> (Action 2) – At our top 6 Motorway Service Areas, we have reduced the frequency of mowing in large areas at the site to allow it to completely rewild with wildflowers to flower. These areas are clearly marked with bumble bee posters across the sites for identification. Lusk North; Lusk South; Castlebellingham North; Castlebellingham South; Enfield East; Enfield West.</li> <li><b>F</b> (Action 16) – Applegreen is committed to work with all of our suppliers in achieving the goal of low carbon economy. With this commitment, Applegreen has encouraged to all of our suppliers to support biodiversity and sign up for All Ireland Pollinators Plan in our ESG Supplier Engagement activity.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> But having read the AIPP FAQs we will choose reduced mowing next year.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>Applegreen has already supported the trees plantation of more than 200,000 trees under its Forestry programme through Irish Government’s Woodland Environmental Fund (WEF).</li> <li>Applegreen is developing its Biodiversity Strategy 2024+ to improve the biodiversity at its motorway service areas from 2024 onwards. This strategy will focus on protecting designated areas at our sites for biodiversity, providing wildlife habitat (including Large Carder Bee habitats) at our sites &amp; reducing the impact on nature.</li> <li>Additionally, we promoted engagement with the All-Ireland Pollinator Plan (AIPP) within our supply chain by conducting a survey distributed in 2023.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p>

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**

**YES.** Applegreen has already implemented few actions of AIPP in 2023. Our sustainability strategy 'Drive Change', supports our commitments to be sustainable across Environment, Social & Governance pillars and biodiversity net gain is one of the key focus in our business operations.

Applegreen is developing its Biodiversity Strategy 2024+ to improve the biodiversity at its motorway service areas from 2024 onwards which has integrated actions from the AIPP.

68a

**Aramark Property**

**SITE: Ashbrook  
OMC**



Signed up April 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – maintaining gardens to provide food and shelter for pollinators
- **B** - reduced mowing and delayed first grass cut to late April to allow dandelions to bloom and wildflowers grow;
- **C** - pollinator friendly flower beds and shrubs on site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy.
- Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** We were not aware of the maps but will complete before end of 2023.



**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will track and map invasives through [www.invasives.ie](http://www.invasives.ie)
- Continue providing training to staff and occupiers on biodiversity.
- Identify area to increase native planting and drill holes in wood.



68b	Aramark Property	Signed up April 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>
	<b>SITE: Bakers Yard OMC</b>  	<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - maintaining shrubs and planters within our gardens to provide food and shelter for pollinators.</li> <li>• C - pollinator friendly flower beds and shrubs on site.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Organised a Biodiversity talk for occupiers and owners in April 2023.</li> <li>• 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy.</li> <li>• Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="https://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="https://biodiversityireland.ie">biodiversityireland.ie</a>)? NO.</b> We were not aware of the maps but will complete before end of 2023.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Continue providing training to staff and occupiers on biodiversity.</li> <li>• Improve signage – implement AIPP signage.</li> <li>• Review AIPP and resources available to consider further actions.</li> </ul>
68c	Aramark Property	Signed up April 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>
	<b>SITE: Coldcut Owners Management Company Clg</b>  	<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - planted wildflowers in a section of the site; planting on site flowers from April – November which provides food and shelter for pollinators;</li> <li>• B - reduced mowing to 3,000 sqm area to allow wildflowers grow;</li> <li>• C - pollinator friendly flower beds and shrubs on site.</li> <li>• D - 1 bee hotel on site made by Men's Shed in Ballyfermot installed in 2023.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p>

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Held a community event day.
- Organised Biodiversity Talk in April 2023 for occupiers and owners.
- 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy.
- Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO. We were not aware of the maps but will complete before end of 2023.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- We will track and map invasives through [www.invasives.ie](http://www.invasives.ie).
- Continue providing training to staff and occupiers on biodiversity.
- Identify area to increase native planting and drill holes in wood.

68d

Aramark Property

Signed up April 2022

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

SITE: ILAC Centre

UPDATE 2023



1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - retained and maintained our 7 planters that provide food and shelter for pollinators.
- C - planted plant pollinator friendly bulbs within the planters.
- D - 2 bee hotels on site.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. We did not sow any seeds.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Posters about pollinators available within the centre.
- Organised Biodiversity Talk in May 2023 for occupiers and owners,
- 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy
- Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO. We were not aware of the maps but will complete before end of 2023.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- We will track and map invasives through [www.invasives.ie](http://www.invasives.ie)
- Continue providing training to staff and occupiers on biodiversity.
- Increase engagement with visitors by incorporating links to resources on pollinators within our digital screens.

68e

**Aramark Property**

**SITE: Nutgrove Shopping Centre**



Signed up April 2022

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - living wall on site with a wildflower planted area and pollinator friendly shrubs.
- C - pollinator friendly flower beds and shrubs on site to flower from March to November.
- D - 3 drilled holes in wood and installed 3 bee hotels made by local Men's Shed.
- E - reduced use of pesticides on planted areas.
- F – Landscaping company signed up to AIPP.
- F - AIPP signs within the planted area installed.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?


- Organised a bee information day in August 2023 to encourage shoppers to consider biodiversity.
- 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy.
- Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.



**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.

		<ul style="list-style-type: none"> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></b> We were not aware of the maps but will complete before end of 2023.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Continue to support biodiversity on site.</li> <li>• Complete Biodiversity report with a view to increase species on site.</li> <li>• Organise an event focused on biodiversity.</li> <li>• Continue providing training to staff and occupiers on biodiversity.</li> </ul>
68f	<p><b>Aramark Property</b></p> <p><b>SITE: Priorsgate OMC</b></p> 	<p>Signed up April 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - signed up to AIPP; maintaining pollinator friendly shrubs and planting within our planters to provide food and shelter for pollinators.</li> <li>• C - pollinator friendly flower beds and shrubs on site.</li> <li>• Landscaping company signed up to AIPP.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>NO.</b></b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>NO.</b></b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Organised a Biodiversity talk for occupiers and owners in April 2023</li> <li>• 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy</li> <li>• Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? <b>YES.</b></b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></b> We were not aware of the maps but will complete before end of 2023.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Monitor invasives through <a href="https://www.invasives.ie">www.invasives.ie</a></li> <li>• Learn more about what we can do on site from the AIPP resources.</li> <li>• Continue providing training to staff and occupiers on biodiversity.</li> </ul>

68g	Aramark Property	Signed up April 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>
	<p><b>SITE: Rockbrook OMC</b></p> 	<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - signed up to AIPP; maintaining pollinator friendly shrubs and planting within our gardens to provide food and shelter for pollinators</li> <li>• B - reducing mowing to 2/3 of our grassed areas to and placed AIPP signage</li> <li>• C - pollinator friendly flower beds and shrubs on site.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Organised a Biodiversity talk for occupiers and owners in April 2023</li> <li>• 100% of staff completed Sustainability Pass covering various topics including Biodiversity through Climate Ready Academy.</li> <li>• Regular Biodiversity focused email posts to all staff and occupiers using Biodiversity Ireland Newsletter sources.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b> We were not aware of the maps but will complete before end of 2023.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Learn more about what we can do on site from the AIPP resources.</li> <li>• Continue providing training to staff and occupiers on biodiversity.</li> <li>• Encourage our landscaping company to sign up.</li> </ul>
69	<p><b>ARC:MC</b> <b>(DC for Bees)</b></p> 	<p>Signed up March 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>ARC:MC actively promoted Pledge your Garden for Pollinators and No Mow May within our Team.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We have promoted No Mowing in 2023.</p>

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We continue to advise clients to maintain areas of meadow and nesting habits on their sites.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

16.2 We have promoted AIPP to those within our sector via our website, using social media platforms and inclusion of details within our own annual HSE Report.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? N/A.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

ARC:MC propose to continue to promote pollinator friendly actions within our team and community. We will also continue to promote joining AIPP to our client's and supply chain. On our projects we shall continue to advise clients to make positive choices with consideration to pollinators, planting and nesting habits on their sites. Annually we shall add all relevant information to the map system to help with continued research into biodiversity of Ireland.

**\*\*  
Joined  
after  
AIPP  
2023  
deadline**

**Ardagh Group**



**Signed up November 2023 – NEW business supporter**

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

**70**

**Ardmac Ltd.**





Signed up March 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B - Grass** - The field adjacent to our office remains uncut throughout the summer months, in order to provide a food source for pollinators. The campus management have also been influenced by this and have agreed not to cut grass until September, always leaving wild areas where we have "Let it Bee" posters in place.
- **DCs for Bees** - Ardmac took part in the DCs for Bees 'Orchards in the Community' initiative. We planted 20 orchards in schools, nursing homes and creches across Swords. This gave us the opportunity to not only make an individual difference,

		<p>but the tools to educate, advocate, create awareness and take action in our local community.</p> <ul style="list-style-type: none"> <li>• <b>B - Rooftop Garden</b> - We replanted our pollinator friendly garden on the rooftop of our Swords office. Our CSR committee spent a full day de-weeding and replanting 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.</li> <li>• <b>D - Bee Hotels</b> - We have two bee hotels in the field adjacent to our Swords office. These houses provide a welcoming nesting structure.</li> <li>• <b>F</b> - We use the pollinator newsletters to educate our team and those around us.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> <b>NO.</b> but we have identified space and agreed with campus management where we will plant wildflower next year.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>NO</b> – we have 3 shared hives on campus. Ardmac’s role is protecting the grassland around these hives.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have gifted staff orchards and asked them all to log their planting and record so we can begin measuring next year.</li> <li>• We have preserved the hedgerows in the large area at the back of the campus and made this a No Mow zone.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b> We weren’t aware of Biodiversity Maps but have now used it to ‘Locate’ our site and will use going forward.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>
<p><b>**</b></p> <p>Joined after AIPP 2023 deadline</p>	<p><b>ARUP</b></p> 	<p><b>Signed up November 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
<p><b>71</b></p>	<p><b>Asgard Cleanroom Solutions</b></p> 	<p><b>Signed up June 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have carried out an Ecological Survey</p>



of the site to identify the various species of flora and fauna that we will be protecting into the future.

- **A** - We are retaining the native hedgerows on site and eliminating the need for cutting these unless completely necessary for health and safety reasons.
- **D** - We created new habitat areas at our site: this includes purchased insect hotels, rotting tree stumps and stone mounds created from construction waste.
- **C** - We also planted Spring flowering bulbs to provide food for our pollinators. The majority of bulbs were crocus, along with some Hyacinthus Blue Stars.
- **E** - We have eliminated pesticide spraying at the site, except where absolutely necessary. We do not see any examples at present on site where it will be required in the near future.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have actively engaged employees through our intranet system and using social media. Sustainability posts are issued here on a bi-weekly basis. We have carried posts ranging from the Carder Bee to top tips for pollinators, and also informed employees during our recent Sustainability talk on how they can become involved in our new Biodiversity Group, members of which helped in the actions outlined.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** Our site and factory is contained within a number of the grid squares when set to 100m and we compiled a spreadsheet of flora and fauna to compare to the pending results of the ecological survey as carried out on site.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024**

We will be looking to reduce the frequency of mowing. One cut per year will be looked at to create a long flowering meadow with some walking trails through it. Further planting of more trees to be assessed.

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**Ash Ecology and Environmental Ltd.**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



- **A** - We protected an existing pond and surrounding natural area which provides food and shelter for pollinators.
- **B** - We designated areas of grass to be mown on a 6-week rotation to allow clover and wildflowers to bloom. The rest is mown weekly.
- **C** - We planted pollinator friendly bulbs including Crocus, Grape Hyacinth and Daffodil in planters around the office.
- **D** - We drilled bee nesting holes in old tree stumps and created cleared areas of bare ground for solitary bee nesting.
- **E** - We eliminated blanket spraying of pesticides, only spot treating invasive plants when absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We provided training for grounds staff on pollinator friendly maintenance.
- We circulated the AIPP guidelines PDF to staff and collated a library of wildlife field guides for staff reference.
- We sponsored staff attendance at biodiversity training courses.
- Mapped actions on Actions for Pollinators website.
- No formal pollinator monitoring this year.
- AIPP not yet integrated into our Sustainability Strategy but plan to in 2024.
- Proposed 2024 actions: Install bird and bat boxes.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024? Proposed 2024 actions. Begin tracking and managing invasive species if present onsite.**

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**Astellas Ireland Ltd. (Kerry plant)**



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - We have recorded and mapped the native tree species present on the New Field Site.
- **B** - Wildflower meadows have been introduced in several different areas around the site, the areas around the two trees in our car park and a large area next to our contractor's compound.

- **B** - We have designated the large field adjacent to the main site as a wildflower meadow. Surveys of the current species present have been conducted and will be repeated yearly to monitor the number of pollinator friendly species present. A yearly cut and lift mowing regime has been put in place for this field to reduce the nutrient levels in the soil and encourage growth of pollinator friendly wildflowers. These pollinator friendly plants will make for a nice addition to the scenery of Astellas as well as promoting biodiversity.
- **D** - The sandbank for solitary bees has been maintained and monitored for activity, with evidence of use by solitary bees being recorded. New potential areas for earth banks and stone walls have been marked for clearing in October to be used as nesting areas for more solitary bees. Ivy and Brambles adjacent to these areas will be maintained as a food source.
- **F** - A biodiversity tour has been set up on the Astellas site which has been presented to various visitors and employees onsite. Signage has been erected throughout this biodiversity tour to further educate anyone partaking in this tour. Areas such as the sand bank for mining bees, the bee hotels for solitary bees, the apiary, bat boxes, log piles, pollinator friendly planting and the onsite food digester have been included in this tour. 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.

#### **Invasive species**

- We mapped the invasive species Japanese Knotweed and American Skunk Cabbage in the SAC.
- We completed a large-scale management plan for the removal of Japanese Knotweed located on the New Field Site and have implemented a post removal management plan for the area.
- We designed a Rapid Assessment tool for the wildflower meadow in the New Field. This will allow us to monitor any changes in species diversity going forward, giving us a means to measure the response to our management efforts and monitor any ecological succession in newly restored areas such as the knotweed removal site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** A reduced mowing regime has been implemented to allow for already present wildflowers to grow in grassy areas.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** Along with maintaining our beehives we have monitored and maintained a sandbank for solitary bees along with installing bee hotels throughout the site.

#### **2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- 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, bee hotels, sand banks, the apiary, and the SAC (special area of conservation).
- We are currently in the process of creating a Sustainability training module which will be rolled out to everyone on site. 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. The biodiversity section includes information on the Pollinator Plan.

- 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.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We plan to control and manage the invasive species Japanese Knotweed which is located on the New Field site and continue to monitor this area according to the management plan.
- We plan to update our invasive species map of the site and SAC area.
- We plan to continue clearing and managing the invasive species Rhododendron which has spread onto the former landfill site from surrounding areas.
- We will continue to maintain the New Field as a wildflower meadow carrying out cut and lift mowing to reduce nutrient levels on the soil and encourage wildflower growth.
- We plan to maintain the hedgerows surrounding the new field for pollinators, planting pollinator friendly species, and managing bare soil areas suitable for solitary bees.
- We plan to install a butterfly transect in the new field which will be monitored throughout the summer.
- A Rapid Assessment of the New Field flora will be repeated. This is an assessment of the positive and negative indicator plants within the field which will enable us to identify if the species richness and species diversity of the field is improving over time.
- Grassy areas around the main site will continue to be cut on a 6 weekly reduced mowing regime.
- We plan to plant more pollinator-friendly plants around the main site. We hope to engage all staff in this activity by providing them with the bulbs and seeds to plant on site. This will also act as an opportunity for education for staff on pollinator-friendly planting and our important pollinators.
- We plan to engage staff in citizen science opportunities by participating in FIT counts, Butterfly transects and Bumblebee monitoring by those who have completed the bumblebee identification course.

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**Atlantic Aviation Group**

(formerly Lufthansa Technik Shannon Limited)

Signed up July 2022

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

**UPDATE 2023**



**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **D** - A bee-hotel has been installed on-site – this unit was constructed from waste materials by a member of our Facilities team. This is the 1<sup>st</sup> bee-hotel that we have installed on-site.
- **C** - A pollinator-friendly garden is due to be planted near our Security building – this project was delayed due to building-work on-site.
- Japanese knotweed from roadside has spread on-to our site: the area has been fenced off, reported to [www.invasives.ie](http://www.invasives.ie) and the County Council, bio-security measures have been put in-place and a specialist has been hired to deal with this area in October 2023.
- Once the area with Japanese knotweed was fenced off, our landscape gardeners could cut the grass in the wild-meadow area (it's the first time that we've been able to cut the grass in this area in a few years). A small, curved pathway (created just from mowing the grass shorter) has been done around trees and hedges in the wild meadow area.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** No sowing or gifting of wildflower seed mixes was done on-site in 2023.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** There are no honeybee hives or apiaries on-site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- An Environmental Noticeboard is permanently installed in the main corridor of the building - which has a section for pollinator/biodiversity information – which is regularly updated through the year.
- A company weekly communication newsletter is emailed out to all staff – which as necessary includes information about ESG/biodiversity issues (most recent updates included information to staff about the upcoming Shannon Chamber of Commerce Sustainability Week).
- A debrief was given to all staff on 28/9/23 about AAG's new realigned values and business strategy for the future, this now includes Environmental, Social, Governance (ESG).
- Shannon Chamber of Commerce ran a Sustainability Week (18-22<sup>nd</sup> September) which focused on different areas (waste, energy, circular economy and biodiversity). Wednesday 20<sup>th</sup> September was designated as bio-diversity day with two online webinars organised by the Chamber. These events were promoted on-site to encourage staff to attend.
- 1 EHS Specialist completed a 3-month CLDC training programme for the Identification, Control and Management of Invasive Plant Species from March-May 2023.
- 2 staff members attended a Japanese Knotweed Prevention and Control workshop on 26/5/23.
- 1 EHS Specialist attended.
- Staff attended a number of field visit trips organised by CLDC in May 2023 e.g. winter heliotrope study, plant ID workshop etc.
- Currently 1 EHS Specialist is completing a Biodiversity Leaders Training Programme run by the Climate Ready Academy.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. A detailed sustainability strategy is underway in the Atlantic Aviation Group with a number of company policies to be agreed upon, including sustainability and bio-diversity policies. More measures planned for 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Continue with bio-security measures and treatment of Japanese knotweed affected area.
- Depending on the success of our 1<sup>st</sup> bee-hotel that was installed in 2023, we may install more bee-hotels.
- Plan to carry out an ecological assessment of the site in 2024.
- Look at increasing pollinator friendly planting.
- A sustainability project for the entire AAG group is currently in progress which will include Biodiversity and sustainability policies on-site, more biodiversity projects, further liaison with local groups (e.g. Shannon Wetlands Restoration Project etc.).

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**Austen Associates**

Signed up January 2020

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



AUSTEN ASSOCIATES

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A private project in the Sandymount area this year saw a close partnership with the clients to create and provide an environment that not only met their needs as a family but enhanced and promoted biodiversity within a shared space. Areas of grass were agreed to be removed and large pockets of planting inserted to be a mix of ground level planting, climbers, specimen trees and a large vertically planted wall. The range of plants attended to all manner of day and night time pollinators and would continue to provide interest and shelter throughout the seasonal changes. Specimen trees were predominantly native and not only provide privacy for the clients but shelter and food for a variety of nesting habits. The total quantity of designated planting amounted to 60m2, nearly half of the allocated space.
- A community incorporated planting project in the Goats Town area enhanced a central green space within a shared residential area. Areas of lawn were reduced to incorporate more pollinator friendly plants that not only provided seasonal interest but structure and shelter for pollinators moving into the autumnal and winter months. At least 2/3rds of the allocated zones were designated for pollinator enriching planting whilst also including the desire for seated areas, meandering paths and space for young children to enjoy.
- With each project there has been a continued and direct interaction and inclusion of the clients and residents to ensure a further sense of ownership and duty of care with each implementation of pollinator and bio diverse encouraging space. Easy maintenance and management packs support these discussions creating further awareness and a sense of pride of these invaluable additions to

the shared spaces. All information to which is referred back to the pollinator plan and the bigger picture be achieved. Heavy emphasis on all projects during maintenance is the conscious moving away from the use of pesticides and using natural alternatives that are tried, tested and have been proven successful due to collective experiences and knowledge from within the Austen Associates team.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** In larger residential areas and commercial spaces, areas were allocated for the incorporation of native wildflower areas to be provided for and retained with a guided maintenance programme.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- For each new project, the team familiarises themselves with the surrounding areas to ensure that any plant recommendations are not only relevant to the demands of the project but will continue to grow and thrive and settle in as part of the already existing ecologies.
- With every client there are continued discussions highlighting the successful implementation and continued awareness of the benefits of including pollinator friendly and need for bio-diverse planting. Maintenance programmes and care packages are designed to surplus and support these discussions after the fact and provide a sense of ownership as well as awareness for proper care. A conscious effort to move away from the use of pesticides and chemicals for readily tried and tested alternative and natural methods are promoted.
- Austen Associates continue to support local nurseries and plant growers when sourcing and recommending plants for a wide variety of projects.
- Austen Associates continues to provide a selection of recommended Irish native species within all projects to ensure that each new area of planting immediately connects with and enhances the existing bio diversity and surrounding wildlife corridors.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. All projects and plans reference and adhere to the strategies as set out by the AIPP and are integrated within our natural workflow ethos.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

On discussion within our studio, our team already action a wide variety of interactions and actions inclusive of community projects, planting donations, providing information about pollinators and planting as well as sharing our in expertise readily with clients during and after projects. We endeavour to record and share these more so moving forward into 2024.





Signed up March 2022

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We supplied our staff with pollinator friendly 'Bee Hotels' for their gardens. These Bee Hotels provide nesting opportunities for pollinators, complimenting the 'Trees for Bees' initiative delivered last year, which provide a food supply in staff garden areas.

#### 1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We do not sow / gift wildflower seed mixes.

#### 1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **NO.** We do not manage honeybee hives.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We ran a multistakeholder communication initiative supporting World Bee Day with the IRFU, World Rugby and the EPCR during both the Challenge Cup and Champions Cup final matches, as the Champions Cup Final landed on World Bee Day. For this we delivered content on the Big Screens and IPTV system in the stadium, included content in the match programmes, and made public announcements of the PA system.
- Then for the Rugby World Cup Warm-up match against England we ran a full page in our match programme called "Feed the Bees, Feed our Future Champions" which gave instructions on how to plant pollinator friendly perennials in various colours so people could make planters to match their local sports club colours!
- This full page has been run for several events since then.



#### \*BIODIVERSITY MEASUREMENT & MONITORING

#### 3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? **YES.**

#### 4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **NO.**



- Did your business participate in Flower Insect Timed (FIT) Counts? **N/A.**
- Did your business participate in the Bumblebee Monitoring Scheme? **N/A.**

#### 5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? **YES/NO.**

#### \*BIODIVERSITY GOVERNANCE

#### 6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

#### 7. What are your proposed pollinator-biodiversity action(s) for 2024?

		<ul style="list-style-type: none"> <li>• We intend to erect several new pollinator friendly planters on stadium grounds, complimented by additional bee hotels in those areas.</li> <li>• We also hope to engage with Business for Biodiversity later this year, or next year.</li> </ul>
77	<b>Ballintubbert Gardens &amp; House</b>  	<b>Signed up September 2023 – NEW business supporter</b> Mapped site(s) on Actions for Pollinators – data mapping portal. <b>N/A.</b>
78	<b>Ballycadden Windfarm Ltd.</b>  	Signed up December 2021 Mapped site(s) on Actions for Pollinators – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• B - 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.</li> <li>• E - Reduced area for spraying on turbine hardstands.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? No honeybees/apiary onsite.</b>  <b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• We have raised awareness with the local primary school during their annual sponsored walk through the windfarm.</li> <li>• We communicate our participation/actions and commitment to biodiversity at quarterly board meetings.</li> <li>• We review and update our environmental policy for Ballycadden.</li> <li>• AIPP plan is part of the annual ESG survey submitted to GRESB.</li> </ul> <b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b> <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</li> </ul> <b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b>  <b>*BIODIVERSITY GOVERNANCE</b> <b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b> ESG annual survey with GRESB. <b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b>

- Engage with Biological and Environmental Studies at MTU to complete a study visit to a variety of wildlife habitats on the windfarm. They were unable to complete this for 2022.
- Continue with engagement of local primary school during their annual sponsored walk.

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Bank of Ireland



**Signed up April 2023 – NEW business supporter**

Mapped site(s) on Actions for Pollinators – data mapping portal. **IN TRAIN** in line with Biodiversity Plan.

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Bank of Ireland joined the AIPP in 2023. We wish to take a science-based approach to implementing biodiversity and pollinator-friendly actions across our property estate and financing portfolio. To support a science-based approach, we have engaged an environmental consultancy to perform a biodiversity baseline assessment for selected sites on our property estate. This work will commence soon, and when completed, we intend to implement a variety of biodiversity and pollinator-friendly measures at select sites on our property estate. The initial sites will be selected based on the greatest potential for biodiversity enhancement. Taking this approach will maximise benefits, and, allow us to track improvements over time.
- As a financial institution, the vast majority of our impacts on pollinators arise from our financing activities rather than our direct operations. With this in mind, we are currently also developing financial incentives to encourage pollinator-friendly actions by our businesses customers using scoring systems and tools developed and validated by scientists. By collaborating with the science community, we can ensure that we maximise impact in a measurable and scientifically robust manner.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We are not currently using wildflower mixes. Further to our biodiversity baseline assessment, we intend to implement a variety of measures recommended by the AIPP on selected sites across our property estate.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** No. Some beehives were introduced to a roof top of one of our city centre buildings in previous years. We do not intend to introduce other beehives in the future. As already noted, we intend to implement a variety of other measures recommended by the AIPP on some sites when our biodiversity baseline assessment is complete.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**




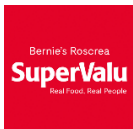
We have communicated our support for the AIPP in our annual sustainability report for 2022.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** Not yet.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

<p><b>5. Have you located your site/identified pollinator species on <a href="https://maps.biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> Not yet. Our current sustainability strategy, 'Investing in Tomorrow' is in place until 2024. We are currently undertaking a materiality refresh and we will begin a refresh of our sustainability strategy in 2024. This will provide an opportunity to integrate biodiversity and pollinator-friendly actions into our strategy for the coming years.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> We are engaging an environmental consultant to undertake a biodiversity assessment on select sites across our property estate in 2023. We will implement biodiversity and pollinator-friendly actions based on their recommendations, and recommendations from the AIPP.</p>		
80	<p><b>Beara Bitters</b></p> 	<p>Signed up February 2022</p> <p>Mapped site(s) on Actions for Pollinators – data mapping portal. <b>TBC (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p>Beara Bitters is delighted to support the All-Ireland Pollinator Plan and will continue to do so into 2024. This year the species we mapped were silver birch, shaggy inkcap, various unidentified mushrooms, annual meadow grass, ragwort, dandelion, clover, and vetch on 12th October 2023.</p>
81	<p><b>Beechlawn Organic Farm</b></p> 	<p><b>Signed up January 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <p>Beechlawn Organic Farm is delighted to continue to support the All-Ireland Pollinator Plan with our organic farm being 30% more biodiverse just by being certified organic and will continue to do so throughout 2024. The re-structure of the business towards wholesale customers has been our focus towards the end of 2023, and we will engage with the AIPP more fully in 2024.</p>
82	<p><b>Belfast International Airport</b></p> 	<p><b>Signed up July 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p>
83	<p><b>Bernie's Roscrea, SuperValu</b></p> 	<p><b>Signed up May 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

- **A** - Managing existing hedgerow and scrubland area by maintaining bramble and wildflower growth only cutting back where it may cause a health & safety risk for staff and customers.
- **B** - Grass cutting in short flowering meadow at recommended times.
- **B** - Plan to cut the long flowering meadow this month and remove the cuttings as per recommendations.
- **C** - Planted two flower beds with high pollinator plants including – Bidens; Bacopa; *Argyranthemum frutescens*.
- **C** – Hanging baskets at front of shop included high pollinator plants.
- **E** - Reduced pesticide use to hard surfaces and invasive species.
- Increased our stock of high pollinator plants for sale to customers.
- Survey of what plants are currently on our site from April-September 2023
- Sponsor of the Roundabout at Dublin Road entrance to Roscrea town which has high pollinator plants.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We did not sow any wildflower mixes on site however we do have them for sale in-store.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? Not applicable.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** Notice board within the store including AIPP Bee poster for staff/customer information; Two employees have signed up to the AIPP Mailing list and assist in implementing the actions.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**YES.** Conducted informally to educate ourselves as to what exists on our site and in particular through the seasons. This we hope will enable us to both protect existing high pollinator plants and introduce more over time to span the seasons.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

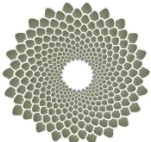

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Link with Tidy Towns to align goals to promote biodiversity within our community.
- Research pollinator friendly shrubbery/plants for flower beds that will provide food and natural vegetation for wildlife throughout the seasons
- Put up signage to educate/inform customers and wider community of our efforts promoting Biodiversity within the community.
- Educate ourselves on Biodiversity through reading/webinars /communication with colleagues within AIPP.

84	<b>Big Sky Flowers</b>   BIG SKY FLOWERS	<p>Signed up May 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>F</b> - Promoting locally grown pollinator friendly flowers</li> <li>• <b>B</b> - Planted 100 native trees</li> <li>• <b>A</b> - Maintaining a wild flower (1 acre) meadow by scything once a year</li> <li>• <b>A</b> - Composting the arisings to feed the native hedge and the trees.</li> <li>• <b>A</b> - Managing a native hedge (planted 2022) for pollinators, retaining bramble, nettles.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Ran courses on Seed saving, arranging locally grown pesticide free flowers, plant propagation, Gardening for biodiversity, Christmas arrangements with Irish foliage and no floral foam.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> Continue to communicate biodiversity actions to the public, plant an orchard in Coole Calm, stop planting bulbs that only last for a year and are potentially full of systemic insecticides (tulips).</p>
85	<b>Biobees.ie &amp; Centrepont Garden Services</b>  	<p>Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We do not have a physical footprint associated with the company but do extensive work with clients on pollinator-friendly actions on business sites and in gardens.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We advise clients to choose an alternative action where possible.</b></p>

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** As a company which promotes honeybees we use this as a vehicle to educate on the importance of bees for pollination and we always include an emphasis on AIPP, the 101 wild bees we need to be supporting and the evidence-based actions and resources available on [www.pollinators.ie](http://www.pollinators.ie)

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**Comms Actions**

- Advising companies on pollinator planting for green spaces.
- Re-design landscaping to pollinator friendly space.
- Biodiversity workshops for companies – sow and grow, advice on pollinator plants, demonstration hive educating the group on the workings of the bee community and their importance.
- Informing people on No Mow May, and plant and herb care and transplanting pollinator friendly plants.
- Directing client companies to AIPP and inviting them to map their actions on 'Actions for Pollinators'.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](http://biodiversityireland.ie))?** N/A.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

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**Blanchardstown  
Centre**  
(T/A Blanche Retail  
Nominee Ltd.)



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

**UPDATE 2023**


**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B - We have reduced mowing in areas for natural wilding.
- C - Area of Wildflower across from McDonalds Drive Thru has increased by 300 square metres.
- We also intend to plant an Ivy bed on the bank opposite McDonalds Drive Thru to encourage Howell Bees.
- We intend on planting additional bulbs in certain areas. We will also intend to reduce mowing on some of the road margins and open spaces to encourage butterflies and Bees.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** NO.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.



	<p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have informed our Owners, Retailers and Staff of our AIPP membership, what we have done to encourage Biodiversity on the site, our intentions to increase the biodiverse area going forward and ultimately the value that brings to the site.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We propose to install a Bee Hotel close to the Wildflower area.</li> <li>• We are going to allow natural weeds grow in certain areas and reduce the need for the use of chemicals to suppress them.</li> <li>• Only certain areas will be spot sprayed with more environmentally friendly substances such as vinegar.</li> <li>• We would also propose to look at the Bumblebee Monitoring Scheme and see if it is something we can participate in.</li> </ul>
<p>87</p> <p><b>Blarney Castle Estate and Gardens</b></p> 	<p>Signed up May 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• C - Laying hedgerows in the traditional manner to enhance native vegetation and thicken hedgerows.</li> <li>• C - Planting additional native hedgerow boundaries.</li> <li>• C - Planting additional areas of native Irish woodland</li> <li>• C - Adding to wildflower areas on the estate particularly around the walled garden.</li> <li>• C - Saving seed from trees onsite and growing our own Oak trees for the future</li> <li>• A &amp; B - Managing grass areas to allow for flowering particularly around the orchards.</li> <li>• D – Siting log hives to house swarms of wild bees throughout the estate.</li> <li>• D - Leaving standing and naturally fallen deadwood in situ in the woods in different locations.</li> <li>• E – Reduction in the use of chemicals to manage pests and diseases.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> In addition to many differently managed wildflower areas we encourage companion planting in our vegetable and fruit area and this encourages populations of beneficial insects and pollinators from early spring.</p>

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We are allowing for wild swarms to inhabit log hives sited at different locations on the estate.

Planting spring flowering bulbs that provide food for early flying pollinators like crocus, fritillaria, snowdrop and grape hyacinth is done annually.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We continue to provide information about pollinators at our Bee Observatory located in the walled garden.
- Our notice boards have information about pollinator friendly planting.
- We have notices informing the public about areas being left specifically for wildlife.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Continue to track invasive species like oak processionary moth with presence of pheromone traps onsite.
- Installation of new areas of wildflower meadow at different locations on the estate.
- Management of the estate and gardens to allow for 'fluffy' edges good for native insects.
- Retention of seed heads and dead stems over winter particularly in the herbaceous border to encourage hibernation and overwintering of insects and feeding of small birds.
- Communication with the general public about areas being left for wildlife.
- Managing different grass areas in different ways, having areas of short grass, longer flowering grass and short flowering meadow to provide different habitats and flowering times.
- Removal of grass clippings in some areas after grass cutting in autumn to reduce fertility.
- Planting of additional hedgerows to further divide larger fields providing shelter and a source of food for pollinators.
- Planting groups of trees to form biodiversity islands on different part of the farmland.
- Continued reduction in use of harmful chemicals for the control of pest and disease.
- Sowing winter grain as fodder for birds.
- Introduce clover as part of the reseeding of agricultural paddocks to provide food for pollinators.
- Continued reduction in the use of chemicals to control pests and diseases.

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**Boots Retail  
Ireland**

**Signed up April 2023 – NEW business supporter**

 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.**
**UPDATE 2023**
**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Hedgerows on site remain uncut for 3 years as create a great source of food for pollinators including ivy, blackberry, crab apple, whitethorn and black thorn.
- **C** - Boots planted 12,000 native Irish Trees in Co Cavan, including 600 Wild Cherry and 400 Crab Apple and 400 Hazel.
- Created wetland on site to improve site biodiversity.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**
**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.**
**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We held senior management training on the site in August 2023.
- We shared an internal video to all Boots Colleagues (2200) of the trees in leaf in May 2023.
- Quarterly newsletters contained imagery and content.
- Held biodiversity quiz on the site in May 65 colleagues.

**\*BIODIVERSITY MEASUREMENT & MONITORING**
**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**
**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**
**\*BIODIVERSITY GOVERNANCE**
**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**
**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will develop our forest site and further enhance the habitat for pollinators.
- We will plant around the wetland and are looking at creating an Irish wildflower patch and dead wood piles for invertebrates.

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**Boston Scientific**


Signed up May 2022

 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.**
**UPDATE 2023 – CLONMEL**
**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Retained a Bramble and Ivy area on the Boston Scientific Greenway as key food sources.
- **C** - Created a garden space with 4 raised beds.
- **C** - Planted trees as part of the 25-year site celebration.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Supported site EHS and Energy teams in promoting Boston Scientific European Green week.
- Supporting Clonmel Tidy Towns by providing funding to create an orchard in Old Bridge area in Clonmel. This project will provide organic fruit and nuts for the local residents in the coming years as well as providing an environment for the encouragement of biodiversity.
- Supporting Clonmel Tidy Towns by providing funding to create a vegetable garden in Old St Marys in Clonmel.
- Implemented signage on native bulb & non-mow areas to increase awareness of biodiversity.

\*BIODIVERSITY MEASUREMENT & MONITORING

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.

\*BIODIVERSITY GOVERNANCE

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Engage in activities the community and on site to increase awareness of biodiversity.
- Increase planting on Boston Scientific Greenway.

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Brady's Coffee  
Company



Signed up May 2022

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Brady's Coffee Company is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025.
- **A** - As a microenterprise we have focused on protecting a small native Irish woodland at our home plus planting of wildflower beds in 2023.
- **C** - We are reviewing our 'value chain' comprehensively and are: Working with Tree Nation (partaking in projects in areas where we source our coffee), Reforest Nation (planting native Irish trees throughout Ireland), have changed our packaging to a mono-fabric which is fully recyclable, and our coffee sacks go to the local community, schools, garden centres and even beekeepers (for use as part of the smoking process).

- Our Chaff, a biproduct of roasting goes to the local community for use in gardens and compost and as animal bedding for hens.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We are also working with ENSO through Skillnet Ireland to tell our sustainability story.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? TBC.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

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**Breedon Group**

Comprising:  
**Breedon Ireland**  
(Lagan Materials Ltd.)



**Breedon Cement**  
**Ireland Ltd.**

**Breedon Brick Ltd. –**  
(Kingscourt Brick)



**KINGSCOURT**  
— BRICK —

Signed up October 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B** - Breedon Cement has identified a number of areas onsite for reduced mowing to encourage both long flowering meadows and pollinator friendly plant species.
- **C** - We planted a wildflower meadow and installed information signage to make colleagues aware of the pollinator actions being taken onsite.
- **D & C** - We also installed a number of small bug hotels on our 'wellness' walking trail at our Kinnegad facility and created a number of raised bed gardens that have a number of pollinator friendly plants and vegetables sowed in them.
- **C** - In Q4 2023, Breedon will plant over 500 linear metres of native hedgerows and native tree species to create new habitat for various species at the site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** Breedon Cement has engaged a professional bee keeper to assist us with our native Irish honeybee hives throughout the year.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Breedon Cement has engaged ecologists to complete a Biodiversity Action Plan for the Kinnegad site which sets out a wide number of actions, plans and resources required to encourage and improve on our Biodiversity onsite. The update BAP was communicated to a wide group of stakeholders and will be the centrepiece for our ongoing Biodiversity actions onsite for the foreseeable future.

		<p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Breedon's pollinator/biodiversity actions for 2024 will follow the action points identified in our Biodiversity Action Plan.</p>
92	<p><b>Brown Thomas</b></p> <p>BROWN THOMAS   ARNOTTS</p>	<p>Signed up March 2023 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. N/A.</p>
93	<p><b>Bumblebee Flower Farm</b></p> <p><i>bumblebee</i> FLOWER FARM</p>	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. TBC (microenterprise).</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <b>PHYSICAL (A-E)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? Continue to manage for moss carder populations.</p> <ul style="list-style-type: none"> <li>B - Reduced mowing, always allowing continual flowering strips.</li> <li>A - Maintaining native hedgerows</li> <li>C - All planting is pollinator/wildlife friendly.</li> <li>D - Maintain/increased habitat.</li> <li>E - No icides of any kind. Healthy living soil grows healthy plants.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. Only native wildflowers growing in grass areas.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES. No farmed honeybees or hives, only wild honeybees.</p> <p>2. Which evidence-based <b>COMMUNICATION (F)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? Social media communications.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? NO.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES. Moss carder.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul>

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? **NO.**

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

7. What are your proposed pollinator-biodiversity action(s) for 2024? Continue trials for regenerative agriculture using the complete soil food web to rehabilitate and grow living soil which will provide all the nutrition and minimise/eliminate pest and disease pressure.

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**Burren Nature Sanctuary**



Signed up July 2019

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** – retained a woodland area. We are also retaining Bramble and Ivy as key food sources.
- **A** - managing our hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this.
- **B** - designated 1000m2 to create a naturally regenerated long wildflower meadow through reduced mowing (once a year). 15 ACRE DESIGNATED CONSERVATION WILDFLOWER MEADOW.
- **E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary. The site is certified organic (suggest removing the acceptance of spot spraying from this action).

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **YES.** Meadow is a traditional conservation managed meadow.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **YES.** Hives were removed in 2018 to avoid competition with solitary bees.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? Nature Magic podcast. Native botany talks.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? **NO.**

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **YES.** Field site for Galway University Plant Sciences Department.

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? **YES.**

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

7. What are your proposed pollinator-biodiversity action(s) for 2024? Continue to manage the 15-acre orchid-rich wildflower meadow, maintain 25 acres rewilded, partnership with NPWS.



## Business in the Community Northern Ireland



The Responsible  
Business Network  
Northern Ireland

Signed up December 2022

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

### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - We have left designated 'No Mow areas' where the grass has been left long.
- **B** - On other parts of the garden, we continue to mow as usual on a 6-week rotation. Our No-Mow areas are located along the perimeter of the entire garden approx. 2 ft wide and up to 1 meter wide at the evergreen tree. By changing the mowing regime over a number of years we hope this portion of the garden will become more and more flower rich.
- **C** - We sourced AIPP recommended flowering perennial plants specifically to attract pollinators and provide shelter for invertebrate populations.
- We have planted Clematis varieties alongside the iron fences to soften their industrial appearance and to provide food and shelter for invertebrates.
- We used peat-free compost during the planting to reduce our impact on peat bogs.
- **D** - Disused wood from the centre planter now functions as a bug habitat in the car park.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** **YES** - Our designated 'No Mow' areas allow for long grasses and natural wildflowers to bloom.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** Hopefully our planting of pollinator friendly plants and shrubs and our No Mow areas have had a positive impact on the local insect/bee population.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Staff were invited to join-in on gardening/planting days in spring/summer.
- Actions were shared with staff via our online Teams updates and a video shared on our director's shout out.
- Actions were shared at senior manager meetings and Environmental Leadership meetings.
- AIPP signage has been placed in the garden facing the street to raise awareness of AIPP and the importance of protecting local biodiversity (this side of the garden faces a public bus stop)
- The BITC environment policy and 'Walk the Talk' doc for 2023-24 has been updated with our AIPP commitments.
- We have created a Biodiversity Action Plan based on our actions and commitments to AIPP.

### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? **YES.****

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** **NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** **NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme?** **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? **YES.****

### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** Actions will be taken to do this in 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Continue to implement and develop our BITC Biodiversity Action Plan
- Start to apply principles of the BITC Business & Biodiversity Charter (Bronze Level) to our own operations.
- With the assistance of Keep Northern Ireland Beautiful identify & catalogue all shrubs, plants, trees and as much bug life in the garden.

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**C&D Foods**  
(an ABP Company)



Signed up September 2022

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

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Since joining the AIPP, C&D Foods have achieved three pollinator-friendly biodiversity actions:

- **D** - we installed a bee hotel, the "C&D Bee & Bee".
- **B** - we participated in No Mow May in the grassy area at the rear of our site, and
- **C** - we planted pollinator friendly flowers.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Just to note, C&D Foods is located on the outskirts of Edgeworthstown and surrounded by nature. We have fields on two sides and the whole site is

surrounded by both planted and native hedgerow, which is frequented by pollinators. Rather than sowing wildflower seed mixes, we maintain the natural pollinator friendly plants we have onsite, and as I said in question 1a, we have planted pollinator friendly native flowers in large flowerpots at the front of the site, and we participated in No Mow May (the grassy area that was left to grow has not yet been cut!).

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We don't have any honeybee hives or an apiary onsite and we have no plans for one. We installed a bee hotel as a safe area for bees and other pollinators to protect themselves from predators and harsh weather.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

As of September 2023, we have not taken any communication actions this year other than raising awareness of National Bee Day in May. There are plans in progress to implement a better communication strategy in the coming year. This includes letting our staff know what we are doing for pollinators and informing them what they can do too.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We have located our site on the map on the Biodiversity Ireland website.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**

**YES.** I would say there's definitely room for improvement and there is a plan in place for the coming year.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Our plans for 2024 are to communicate more regarding pollination and bees, whether that's through posters/leaflets or talks. We also have plans to plant more pollinator friendly shrubs and plants along the verges in the car park. Long-term, we plan to designate a biodiversity area where pollinators can thrive, and employees can relax on their lunchbreaks and get closer to nature.

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**C&J's Animal Park**



Signed up November 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – We have continued to maintain our woodland which consists of native and some fruit bearing trees. This is flourishing in it's natural state. We have a don't mow policy on the entire site.
- **A** – We have been managing our hedgerows to allow for bee nesting and early spring flowers, trimming rotationally so there is always food available for the wildlife.
- **C** - When adding a variety of new planters and hanging baskets to the Park in Spring we planted a range of pollinator friendly plants/shrubs in them.
- **D** – We added another new bee hotel to the Park and continued to maintain our other bug and bee hotels.
- **E**- We are not using pesticides on site except for some spot spraying where it has been absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have various educational signage across the site encouraging our visitors to implement biodiversity actions in their own homes & gardens and giving instructions on how to do so.
- We also give educational talks about our conservation/biodiversity actions to our visitors, groups and schools during their visit here, raising awareness on the importance of pollinators and encouraging them to take additional actions at home.
- We recommend the Junior Pollinator Plan to schools that we visit and we usually have a couple of print outs in our outreach bag to share with them if they wish. Our employees have this information included in their training and as a result have begun taking their own actions at home, consulting the AIPPs guide on which flowers to plant, etc.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
  - Did your business participate in the Bumblebee Monitoring Scheme? **NO.**
5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? **YES.**

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Yes we will start to track and manage invasives on our site via [www.invasives.ie](http://www.invasives.ie)
- We are going to sign up to the national hub - Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)
- We would also be interested in doing some recording and monitoring on our site, and continue with maintenance and our physical actions.

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**Cabra Castle Hotel**



Signed up August 2019

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - Cabra Castle is set on 100 acres of rolling parkland surrounded by mature stands of native broadleaf woodland, comprising: Sessile and pendunculate Oak, Beech, Birch, Ash, evergreens such as Holly and Yew.
- **A** - As part of a major redevelopment in 2018, the golf course was closed and 40% of the grassland returned to native meadow, which is sensitively managed year on year,
- **E** - No chemical fertilizers or pesticides are applied. Meadows in 2023 were cut only once.
- Native wildflowers including the Marsh Orchid have returned, this species rich Meadowlands is attracting, many pollinators, moths and butterfly such as the meadow brown, painted Lady, and marsh fritillary.
- **C** - Copse planting along the boundaries comprising 5000 native transplants were planted in the 2018-19 season, which has continued year on year.
- **C** - Further planting in 2023 Native species such as oak, Alder Birch, Beech and pine were planted. Pollinator friendly species such as Rowan, Blackthorn, Whitethorn, Holly, Willow, Guelder rose, beech rose and dog woods were planted as understood planting.
- **B** - We have reduced mowing across the boundary area of Cabra Castle site, mowing meadowland only once per annum.
- **A** - We have retained a woodland area with creation on a 1km wooded walkway for our guests to enjoy all of which is home to native and pollinator friendly plants.
- **A** - Adhering to recommended hedge cutting season to allow for bird /bee nesting and early spring flowers and have planted Blackthorn, whitethorn, Holly, Willow, Guelder rose, beech rose and dog woods as understood planting to enhance this.
- A new build at Cabra Castle "The Granary" was designed to complement nature, focusing on being carbon neutral to enhance our sustainability efforts as well as being planted with pollinator friendly species.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We have 3 hives on site but will not be introducing any more.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Cabra Castle is currently working toward our Eco award with green hospitality. As part of these efforts, information regarding biodiversity, water, energy, waste segregation is available on our website, is sent to all guests upon booking in confirmation email to encourage them to engage in our efforts.
- 20 staff members have availed of Digieco training with CMetb which focuses on sustainability, in which part training is focused on biodiversity.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES. We have engaged the assistance of our on site gardening team to assist with this monitoring of species.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** Most notably meadow brown, painted Lady, and marsh fritillary.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- In 2024 we are considering the introduction to reed beds as an alternative to onsite Sewage treatment plant and resulting chemical usage.
- Chefs plan to plant own herb beds with pollinator friendly hers such as chives, basil, rosemary, thyme and lavender.
- Further planting of trees /native saplings.

99

CAI



Signed up April 2021



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2023 CAI continued to support the Host In Ireland "Orchards in the Community" initiative. During the year we supported the planting of seven community-based orchards in addition to three individual orchards in Dublin.
- In addition, we've continued to increased planting of pollinator friendly wildflowers in the communities where we have existing orchards in the counties of Carlow, Cork, and Limerick. In 2023 the initiative to work with local maintenance groups continued.
- This supports the gradual elimination and use of all chemicals and pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

	<p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>In 2023 CAI continued 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 into 2024.</li> <li>CAI continues to have a DCs for Bees ambassador and will continue into 2024 supporting the “Orchards in the Community” initiative.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>In 2024 CAI will continue to support DCs for Bees and Orchards in the community initiatives.</li> <li>Progress on the development of our sustainability roadmap is to be intensified. Our intention here is to incorporate pollinator friendly elements.</li> </ul>
<p><b>100</b></p> <p><b>Cairn Homes</b></p> 	<p>Signed up November 2018 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b> Cairn Homes is delighted to support the All-Ireland Pollinator Plan and will continue to do so in 2024. We are in the process of reviewing our ESG to expand upon our Biodiversity Action Plan and Biodiversity Net Gain Targets and will report to the AIPP (including mapping) more fully in 2024.</p>
<p><b>101</b></p> <p><b>Calor Teoranta</b></p> 	<p>Signed up March 2020 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A, B &amp; E</b> - We continue to reduce the number of grass and hedge cuttings and pesticides have been replaced with Herbicide only used where necessary.</li> </ul>

- **C** - We have increased planting program across all our Calor workplaces introducing pollinator friendly plants at Tolka Quay (Dublin Port Terminal) and at Tivoli Terminal in Cork
- **C** - Our “vegetable garden” at our Filling Plant in Whitegate Cork is thriving well and we have grown tomatoes and other vegetables are being trialed.
- In support of World Earth Day, we hosted “Calor Ireland's Sustainability Day (April 21st) and shared our sustainability video which showcases how Calor is working towards delivering on our ambition to decarbonise and to deliver cleaner, lower carbon and renewable energy solutions to our customers. We continue working towards our ambition is by 2037 all of our energy products will be from renewable sources, which coincides with Calor's centenary year. That commitment is driving major change within our business and ensuring we are protecting our environment for the future.
- We created a designated Calor Sustainability Team who are leading specific projects.
- We have partnered with the “Schools Outreach Program” working with schools on greener projects.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Calor successfully obtained ISO 14001: Environmental Management Systems Certification, with NSAI. All Calor workplaces were involved in the audit process. We have developed a Company Environmental Aspects and Impacts Register that is reviewed and updated by Workplace Managers
- Our Environmental and Sustainability Policy is communicated and displayed in our workplaces.
- As Part of our “I Care” program “I Care for People and the Environment” is one of our adopted seven habits leading to a safer and greener workplace and environment for all.
- Blackwater Honey visited Calor and delivered workshops on Bee Management and each Calor employee was provided with “Calor Honey” and pack of wildflower seeds to encourage planting at home.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps – Biodiversity Maps (biodiversityireland.ie)? NO.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**



In 2024 we will continue to: 1) Review the potential to recycle used Calor Personal Protective Equipment. 2) Implement Biodiversity Projects at our Calor locations in Northern Ireland.

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**Celtic Anglian  
Water Ltd.**



Signed up May 2019

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

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

##### ***Waterford WwTW***

- **B** - We have reduced mowing across the site with only border areas cut.
- **B** - No Mow May is observed and the first cut of the year is delayed also.
- **D** - We continue to have a bee hotel onsite and have created natural insect/bee habitat with fallen and pruned trees.
- **C** - We have pollinator friendly planters outside our admin building and hedge rows/shrubs along our roadways on site.
- **B** – We have designated a 750m2 area to allow natural wildflower to grow.
- A natural pond 127approx. 20m2 was also installed on site with the water coming from ground water from the site. This pond will provide a hydration station for all insects and pollinators and a bio-diverse habitat.

##### ***Ringsend***

- **B** - Reduced mowing we area designated for natural wildflower.
- **C** - Pollinator friendly flower bed approx. 30m2.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Following a construction project on site the ground was returned to a course finish and no seeding was allowed to allow natural wildflower to grow.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have promoted sunflower growing by all members of the CAW by distributing sunflower seeds harvested from last years crop to all employees and promoted a sunflower growing competition within the company.
- We continue to disseminate the AIPP to members of staff and discuss measures we can take on site and at home.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** We have integrated the AIPP into our landscaping plan for all sites and consult with both AIPP and Uisce Eireann for advice when opportunities arise for improvement or changes to site occur.

**Signed up February 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Retained the woodland area surrounding our pond.
- We are also retaining the bramble & ivy as key food sources.
- **B** - We have reduced mowing in 1/3 of the grassy areas onsite and have begun to create a long flowering meadow (currently in our first year) through reduced mowing of once annually, we have also added signage to this area to highlight to not mow the area as it is being grown into a long flowering meadow.
- **C** - Additional flowers were added around our existing fishpond.
- **D** – Retaining the hedgerows surrounding our fishpond for pollinators.
- **D** – We have created 6 bee hotels with a local primary school which have been added to trees around the fishpond.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

**YES.** Although we have completed horticultural actions, we have also reduced mowing in 1/3 of our grassy areas, and we are in the first year of creating a long flowering meadow, which will be cut once annually.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

We have 6 bee hotels on the trees surrounding our fishpond and no honeybee hives on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have:

- Invited a local primary school onto our site for a visit and pollinator STEM activity. We built bee hotels, discussed the importance of pollinators and completed an insect count along the wild meadow and fishpond.
- Signage was created along the area of the long flowering meadow (currently in our first year), highlighting that the area was being grown out as part of our Pollinator Plan.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**


**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**





**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We hope to continue to grow our wild meadow into a long flowering meadow, and will only be mowing it once annually.
- We also are in the process of creating pollinator and biodiversity signs for throughout our site, creating awareness of the pollinators and biodiversity within the area for employees and visitors.
- We hope to raise more awareness within our supply chain and staff, holding information sessions on pollinators and what we can do to help.

<p>See Listing No. 85</p>	<p><b>Centrepoint Garden Services &amp; Biobees.ie</b></p>	<p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES</b> <b>(microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We do not have a physical footprint associated with the company but do extensive work with clients on pollinator-friendly actions on business sites and in gardens.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We advise clients to choose an alternative action where possible.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> As a company which promotes honeybees we use this as a vehicle to educate on the importance of bees for pollination and we always include an emphasis on AIPP, the 101 wild bees we need to be supporting and the evidence-based actions and resources available on <a href="http://www.pollinators.ie">www.pollinators.ie</a></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>Comms Actions</b></p> <ul style="list-style-type: none"> <li>• Advising companies on pollinator planting for green spaces.</li> <li>• Re-design landscaping to pollinator friendly space.</li> <li>• Biodiversity workshops for companies – sow and grow, advice on pollinator plants, demonstration hive educating the group on the workings of the bee community and their importance.</li> <li>• Informing people on No Mow May, and plant and herb care and transplanting pollinator friendly plants.</li> <li>• Directing client companies to AIPP and inviting them to map their actions on 'Actions for Pollinators'.</li> </ul> <p><b><u>*BIODIVERSITY MEASUREMENT &amp; MONITORING</u></b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? N/A.</b></p> <p><b><u>*BIODIVERSITY GOVERNANCE</u></b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>
<p>104</p>	<p><b>Chemco Ireland Ltd.</b></p> 	<p><b>Signed up October 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>

105	<b>Chemifloc Group</b> 	<b>Signed up October 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
106	<b>Circet Networks (Ireland) Ltd.</b> 	<b>Signed up May 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
107a	<b>Clayton Hotel Cardiff Lane</b> 	<b>Signed up March 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
107b	<b>Clayton Hotel Limerick</b>   <b>Dalata Hotel Group Plc</b>	Signed up November 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• <b>A</b> - We are protecting what we have by tidying and protecting our naturally growing plants at the back of the hotel along the river Shannon.</li> <li>• <b>D</b> - We have set up our bee hotel following the relevant instructions.</li> <li>• <b>C</b> - We are in the process of planting our pollinator-friendly including Calendula, Aquilegia vulgaris, and cosmos flowers. Some of our employees have planted these flowers earlier in the year and they are thriving!</li> <li>• <b>F</b> - We have sponsored 2 bee-friendly gardens through Rose Lodge Nursery and ePlants. As a city centre business with little area to grow, we believe sponsoring actions to protect pollination and restore biodiversity is very important.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We don't have any green/grass areas. <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We don't have any hives/apiary.  <b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• Invited employees to sign up to 'Pledge Your Garden.'</li> <li>• We have taken advantage of the Pollinator resources and set up posters internally with our employees to raise awareness for pollination.</li> <li>• We have shared the story of our bee hotels on social media channels to communicate our pollination plans.</li> <li>• We have sponsored 2 bee-friendly gardens.</li> </ul> <b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b>

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? **YES.**

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? **YES.** We weren't aware of Biodiversity Maps but have now used it to 'Locate' our site.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

7. What are your proposed pollinator-biodiversity action(s) for 2024? Yes, we will start to track and manage invasives on our site via [www.invasives.ie](https://www.invasives.ie) We are going to sign up to the national hub - Business for Biodiversity Ireland [www.businessforbiodiversity.ie](https://www.businessforbiodiversity.ie)

107d

**Clayton Whites  
Hotel (Wexford)**



**Dalata Hotel  
Group Plc**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have delivered a range of actions which include:

- **A** - we have allowed ivy to continue to grow along structure outside the hotel as a key food source and as a nesting habitat for solitary bees.
- **A** - we have retained our spring flowers yearly.
- **B** - we have managed a wildflower area for biodiversity.
- **A** - the hotel has used hanging baskets to plant and maintain pollinator friendly flowers for bees.
- **D** - our maintenance manager has built a bug/bee hotel in the courtyard, with an area for butterflies also, using recycled wood material.
- we use the sugar from our Christmas ginger bread houses to feed bees that a local beekeeper manages.
- **A** - We have a herb garden.
- **E** - We have removed all chemicals from the garden.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We do not have grass areas within our hotel due to us being in a central city/town area. However having seen action 9 in the AIPP we plan to plant a small native wildflower meadow in the small space we have.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** As we have very limited space and no bee hives on site, we built a bug/bee hotel for a safe habitat for the bees in which they can build homes and find a variety of nutritious food sources. This is located near our hanging baskets full of pollinator friendly plants which are native to help them survive by using what they have adapted to.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Our green teams committee has a community advocate who works HR to train staff on pollinators. The Garden Guidelines were printed and distributed to staff.

We update social media to ensure our efforts are being explained and on our internal communication boards through our online app Alkimii.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES – 6.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.** We have identified our site and pollinator species.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Engage more in community based actions for promoting biodiversity.

108=

**Clinic na gCapall  
&  
Triall Teoranta**



Signed up June 2019

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** A small number (6) of pollinator friendly perennial plants were added to existing beds

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** Clinic na gCapall & Triall Teo sponsored the printing of 500 'Pledge your Garden for Pollinators' leaflets which have been distributed to 4 'Tidy Towns' groups in the local area and passed into 2 local schools as well.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? TBC.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? Yes, by way of occasional recording vis the NBDC app.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Clinic na gCapall continues to support the All-Ireland Pollinator Plan and will develop ideas for new actions during 2024.



Signed up September 2020

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

In 2023 CEL undertook the following activities:

- **A** – We have a native hedgerow that runs on the outside of the security fence, this hedgerow is left to grow without interference. The hedgerow has extensive brambles and has been noted on the mapping.
- **B** – On the grass alongside the building we have implemented a No Mow for the second year apart from the edges of this section which along with a small section of grass that is located at the front of the building are on reduced mow.
- **B** – At the end of the carpark we have another section of grass which is in its second year of No Mow with being mowed and lifted in September.
- **C** – Additional ornamental thistles were added this year.
- **E** – No invasive species were identified this year and pesticides have been eliminated.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We have never done this, last year we gave our staff pollinator friendly bulbs but have never given out or sown wildflower seed mixes.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We do not nor have ever had an apiary or honeybee hives.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

Through our internal digital monthly media communication we have issued the following information to our employees and all of those working on our sites which include our subcontractors/supply chain:

- Nov – Information brief to increase awareness of Solitary Bees and introduce the Ivy and Hairy-footed Bees.
- Dec – Information brief to encourage people if they are planting trees to plant native species and when to collect seeds to start your own.
- Jan – Information brief to encourage people to pledge their gardens to pollinators and a second one to eliminate insecticides, fungicides and herbicides in their gardens this year.
- Feb – Information brief to inform people of the free learning platform available on [www.biodiversityireland.ie](http://www.biodiversityireland.ie) to learn how to identify insects common in our gardens.
- Mar – Showed photos of the results of last year's free pollinator friendly bulb campaign and ran a reminder to sign up to Pledge Your Garden.
- Apr – Information brief to encourage staff to take part in no mow may and took part in it for all grass at HQ and a second information brief to explain why wildflower mixes are not a biodiversity action.
- May – Information brief to inform staff about World Bee Day.
- Jun – Information brief to offer staff the Laois County Council Gardening for Biodiversity guide – this was by request in order to tie in with our sustainability goals.
- Jul – Information brief to promote leaving nettles and grasses to provide food for butterflies.

#### \*BIODIVERSITY MEASUREMENT & MONITORING



3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Next year we intend to conduct FTI Counts on our No Mow areas in order to track if we are meeting the average insect counts.
- We will continue to run our information briefs on our monthly digital media communications.
- We will locate and identify pollinator species on the Map on biodiversityireland.ie website.

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Codec



Signed up July 2021

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We planted wildflower seeds and planted these in a container outside the office. These are growing successfully.
- We also sponsor a beehive through OpenHive in Kildare.
- Continued with our CSR and Sustainability committee meetings to work towards our sustainability goals.
- Engaged in company-wide communicated canal clean ups which cleaned up local canals in Dublin 2 as well as the local area around the Dublin offices. Picking up rubbish and disposing of correctly. We have another pick-up session planned for 4<sup>th</sup> October 2023.
- Worked with our Sustainability Partner – Change by Degrees, to come up with sustainability goals and also for the company to learn more about sustainability.
- Action plans for sustainability developed & monitored under ISO 14001.
- Sustainability roles, responsibilities & owners assigned.
- Establishment of a Codec Employee Green Team.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have engaged Employees through the communication of our sustainability goals and the opportunity for employees to take part.
- Our customers are aware of our sustainability actions when they choose to engage Codec as a provider and we are public about our sustainability actions.
- We engage our community by running clothing drives for the charity Tiglin, which staff bring in old clothes so they can be re-used by people that avail of the Tiglin services. Tiglin is a residential rehabilitation centre.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES. Conducted by Stephen Walsh in HR. 2 insects identified in a 10 minute check at the beginning of August. 1 insect identified in a 10 minute check at the beginning of September.
- **Did your business participate in the Bumblebee Monitoring Scheme?** YES. Commenced in September. First walk was a 'zero abundance' walk with no bees identified but the next walk will be on 4th October and we may see more bees then.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

These are currently being discussed as part of Green Team and Codec Sustainability meetings.

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Coen Steel



**Signed up July 2023 – NEW business supporter**

Mapped on 'Actions for Pollinators' – data mapping portal. **N/A.**

112

Colas Joint  
Venture





**Signed up July 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- As the business supporter of the All-Ireland Pollinator Plan (AIPP), COLAS Joint Venture (CJV) has embarked on a journey to promote pollinator-friendly biodiversity actions.
- CJV became the AIPP's business supporter on July 13, 2023, and is working assiduously to enhance its biodiversity initiatives.
- **B** - As a motorway maintenance company working for Transport Infrastructure Ireland, our primary objective was to reduce grass mowing. To achieve this goal, we selected two specific motorway routes - namely, the central median of the M/N6 motorway based on traffic frequency and tourist attraction. The conscious effort to lessen habitat disturbance for pollinators resulted in decreased mowing frequency, allowing a diverse group of plants in the central median strip to serve as an ideal habitat for pollinators during the summer months.
- **D** - This approach not only supported plant growth but also provided a safe breeding ground for pollinators while saving unnecessary fuel usage, reducing carbon emissions, and mitigating noise pollution from traffic rush.
- As part of our maintenance routine, we ensured that only a small roadside strip was mowed for visibility purposes while ensuring no pesticides were used on

		<p>plants creating an environment conducive to the natural development of pollinators' health.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> In line with our commitment towards supporting the All-Ireland Pollinator Plan's mission statement and moving forward into CJV's Sustainability mission beyond 2024 i.e., biodiversity plan implementation phase, even more stringent support measures will be implemented towards promoting sustainable ecosystem practices while fostering healthy environments capable of sustaining life's diversity now and forevermore!</p>
113	<p><b>Colliers</b></p> 	<p>Signed up April 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <p>See Elmpark Green listing No.86 of this report.</p>
114	<p><b>CommScope</b></p> 	<p>Signed up August 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - We have reduced grass cutting on the West Side of the factory and that grass has only been cut twice throughout the year.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <a href="#">COMMUNICATION (F)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>Internal Communications:</b></p> <ul style="list-style-type: none"> <li>• Awareness of Pollinator Biodiversity Plan has been communicated across all departments in CommScope in Bray via email.</li> <li>• DCs for Bees Signage has been displayed across CommScope's site in Bray.</li> <li>• Signage is also placed in reception.</li> <li>• Pollinator plan sign has been placed beside our on site orchards.</li> </ul> <p><b>External Communications</b></p> <ul style="list-style-type: none"> <li>• CommScope has an Ambassador representing the company on the DCs for Bees Committee managed by Host in Ireland.</li> </ul>

- We have communicated across social platforms – including photos of the first fruit that our trees have grown.
- Our biodiversity efforts are shown to customers that visit our site.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Cork Airport**  
(part of daa plc)



Signed up August 2021 via DAA

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**A** - General maintenance of wildflower meadows, hedgerow maintenance.

**B** - Expansion of no mowing designated areas.

**C** - Additional bulbs planted in planters for spring flowering

**E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Additional pollinator friendly planting in planters for spring/summer flowering.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** There is an apiary containing 2 hives on site, which Cork Airport continues to manage. It is understood that this is not considered a biodiversity action under the AIPP and there are no plans to increase the number of hives or size of the apiary going forward.

**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** Continuance of our Stakeholder sustainability group within Cork Airport which has biodiversity as one of the pillars No public campaigns in 2023 however in 2024 we will look to run some awareness/project with some local schools and community groups.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- During 2024 we plan to plant additional hedgerows, plant pollinator friendly seasonal bedding in large, tiered planters around the campus. Review and plan upgrade to our biodiversity area on our terminal forecourt.
- As part of the daa group we have signed up to the national hub - Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

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**Cork Chamber of Commerce**



Signed up June 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2023, at Cork Chamber, we conducted a thorough assessment of our initiatives related to the National Biodiversity and All Ireland Pollinator Plan. During this evaluation, we considered potential modifications to our gardens and their impact.
- We've recently enlisted the services of a new landscaper/gardener to collaborate with us at The Chamber. Together, we've discussed the adjustments we'd like to implement and are open to his recommendations for enhancing our contribution to the pollinator plan. As part of our efforts, we've reduced the frequency of grass mowing at the back of our building to support the natural habitat of bees.
- Furthermore, we've taken steps to maintain the growth of ivy and bramble on the side and rear of our building, which directly benefits bees. While we don't have beehives on-site, we've established a bee hotel on the left side of our garden. Recently, a beekeeper who is a member of Cork Chamber visited our office to emphasize the importance of specific flowers and plants that are advantageous for bees.
- We are also exploring the possibility of planting native trees and considering designating a specific site for them. After examining an online map, we will mark the locations where we've implemented these changes. Going forward, we are committed to monitoring our initiatives and planning for the year ahead.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** At our annual dinner in Feb 2023 we provided wildflower seeds to all participants.


**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **NO.** as mentioned above we did provide training to all the team on importance of bee's etc.



**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In addition to continuing actions from last year we also created an awareness campaign called No Mow May during the month of May. We promoted on our social media accounts X, Instagram, LinkedIn, Facebook and also on our weekly ezine that goes out to over 4500 contacts.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Continue working with our new landscaper on pollinator options when planting for new seasons. Continue with our communications around pollinators.</p>
117	<p><b>Country Crest</b></p>  <p><b>N.B. Review within Origin Green A-Z</b></p>	<p>Signed up December 2016 Mapped on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - Introduced no hedge cutting from Feb to Sept to allow for nesting and flowering of native species.</li> <li>• Encouraged areas of nettle growth in orchard to feed caterpillars of butterflies.</li> <li>• <b>B</b> - Created No Mow strips in orchard/wildlife pond area. Sowed some yellow rattle seed in the grass strips of the orchard.</li> <li>• <b>D</b> - Created small amount of insect hotels around the grounds.</li> <li>• <b>E</b> - Have not used herbicides in orchard and driveways.</li> </ul> <p>We have engaged a company called Vesi to design and implement a 5acre area of water filtration ponds so we can filter the washing water we use to wash potatoes etc.</p> <p>This does two things:</p> <ol style="list-style-type: none"> <li>Filters the sediment etc from the washings</li> <li>Because of the area involved it will encourage a lot of wildlife such as ducks, aquatic insects, dragonflies etc into this site. Area is approximate 5 acres in total.</li> </ol> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> Have discontinued sowing "WildFlower" mixes altogether. Will plant more insect friendly plants in the borders etc. next Spring.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We still maintain our apiary, but, have created "tufts" of grasses etc on site to encourage bumble bees to nest.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>As a farming business we have designated a 4-acre plot to grow sunflowers and daffodils which will do two things;</p> <ul style="list-style-type: none"> <li>• Sunflowers will provide huge amounts of pollen etc for the local bumble population.</li> <li>• Encourage the local people to visit this site and cut flowers for their homes and make a charitable donation to a designated charity.</li> </ul> <p>Are encouraging our gardeners to think "Pollinators" when they go to change or plant new areas.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p>

		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://maps.biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES/NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <p>Monitor the effect our new "Wetland" area will have on the amount of wildlife and insect activity we will bring on site.</p>
118	<b>CPI Technology Ltd.</b>  	<p>Signed up September 2023 – NEW business supporter</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
119	<b>Croke Park</b>  	<p>Signed up July 2020</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>The GAA alongside Croke Park continued to grow the GAA Green Clubs programme after a successful launch. 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.</li> <li><b>B &amp; C</b> We have continued our pollinator friendly planting around the stadium carparks and surrounds as well as reducing mowing where feasible.</li> <li><b>D</b> - We have upgraded our bug hotel to keep it from rotting and decaying and to ensure it is suitable for use.</li> <li>We installed additional bird boxes in our car park trees and maintained our swift boxes which are installed in the walls of the stadium.</li> <li><b>E</b> - We have reduced and eliminated the use of pesticides where feasible and used ecofriendly alternative.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We do not sow wildflower seed mixes. All our plants and flowers are chosen wisely and are taken from the AIPP list of recommended plants and flowers for pollinators.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We have honeybees on our farm but sought expert advice and had a full site audit carried out before putting the hives in place. It was determined that the honeybees would not be a threat or competition to the other species in the area or</p>



on the site and therefore it was deemed safe and suitable to proceed with. We are aware of the guidelines around honeybees and always take these into consideration.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

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. We have also downloaded the AIPP calendar of events and significant dates and we always promote these dates internally and across our social media channels and website.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024? Not yet formulated.**

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**Crowne Plaza  
Dublin Airport**

**Holiday Inn  
Express Dublin  
Airport**



Signed up January 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - We have planted bee friendly bulbs that bloom late February/early March to provide food for bees.
- B - Reduced the frequency of mowing to all wildflowers to flower among the longer grass.
- We now mow 1/3 of all grassy areas under pollinator friendly regimen.
- F - We have reviewed the plants that are planted outside the hotel with our landscaper and ensured that we have a good array of pollinator friendly flowers blooming March through October.
- D - Installed bird boxes and bee hotels outside the hotel.
- E - We continue not using pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We do not gift wildflower seeds.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We do not have bee-hives.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have posted our pollinator- biodiversity actions on our hotel Instagram account.

- We have a billboard in the staff area where we let our team know of our activities and also post on the employee app Alkimii

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We have scheduled November bulb planting for 2024 flowers.
- The golf pitch and putt lawn was identified as the area that will be transformed to wild flower meadow.
- We are concentrating on education of our team and guests on how they can help pollinators.

121

DePuy Ireland



Signed up December 2018

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](https://biodiversityireland.ie) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – 2023 is our final year of a 4-Year tree felling project to thin out the existing canopy and improve woodland ecology evident from the extra foliage on the native oak species and ground level flora being established. retained a woodland area.
- **B** - Designated approximately 320m2 to create a new woodland on-site inspired by the 'Tiny forest' Earthwatch initiative with planting scheduled for Q4 2023.
- **C** – In 2023 we adopted the AIPP 'No Mow May' initiative on-site with the intention of conducting this annually allowing native species to grow
- **D** - We have also extended our pollinator friendly planting zones on-site including Lavender and Verbena which were very active with bee species during the year
- **E** - We installed bird and bat boxes on-site created by a local Men's Shed to support our local bird population.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** No wildflower sowing conducted on-site. Some gifting activity for volunteers involved in planting. The seed packs were sourced from WildWork and only contain native Irish species.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** Our Apiary continues to support the conservation of the native Irish bee species *Apis Melifera Melifera* under the watchful qualified beekeeper who is a member of the Irish Bee Conservation Project. We have 6 bee lodges available to solitary bees which were also very active in 2023.

**2. Which evidence-based [COMMUNICATION \(F\)](https://biodiversityireland.ie) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We incorporate Biodiversity education as part of an on-site walk around the site during our Annual Transition Year STEM Academy programme. This event includes approximately 100 students from a mixture of schools where the students can see our pollinator friendly planted area and the benefit of the tree thinning project.
- Our annual Family Day on-site event included an education stand on pollinator friendly plants with Biodiversity in the Garden booklets issued.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators**

**(biodiversityireland.ie)? YES.** The proposed woodland area will be added along with the extended pollinator planting zones.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on [Maps -](#)**

**Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We have a defined action to install wooden information posts along our site for education purposes but are designed with mining bees in mind to drill holes in the side of the posts.
- Engaging with Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie) is also a practical opportunity for the site.
- The prompted suggested answers to assist with the completion of this questionnaire present opportunities that we could incorporate into our 2024 plan.

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**DGD Shredding**



Signed up November 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We are an industrial site located in an industrial estate. Prior to joining in Nov 2022 we had no green areas. Since then we have installed a green roof, where small birds, butterflies and other invertebrates can be seen daily.
- **B** - the areas around our site are managed by a contractor for the industrial estate. We have suggested reduced mowing of these areas and will continue to lobby them. We shared No Mow May across our Social Media accounts.
- We have plans to construct a raised bed and plant pollinator friendly plants at our back gate. It has been designed using the Top Ten pollinator friendly plants for different situations guide for advice. We were hoping to have it done this year but due to unforeseen circumstances we had to delay installing it and it is too late in the year to plant some of the plants.
- **D** - The new raised bed will have a bee hotel.
- **E** - We do not use pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We will be planting pollinator friendly plants as recommended by the Top Ten guide from the National Biodiversity Data Centre.

	<p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We have plans to install a bee hotel beside our raised bed.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have involved our staff in coming up with ideas for the projects and taking part in carrying them out.</li> <li>• We have also informed our customers of what we are doing and have encouraged them to get involved also. We have a sustainability library in our canteen, where staff can read and borrow books on sustainability, biodiversity and identification guides for native birds, butterfly species and flowers.</li> <li>• We posted project updates and spread awareness of different campaigns happening throughout the year across our social media accounts.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> NO.</li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We hope to have the raised bed planted and established for next year.</li> <li>• We are also going to look at doing pollinator friendly containers in the carpark.</li> <li>• We are planning on sponsoring and getting involved in carrying out a project with a local school or community group.</li> </ul>
<p>123</p> <p><b>Diageo Ireland</b>  <b>St James's Gate</b>  <b>Brewery</b></p> <p>(Diageo Plc)</p> <p><b>DIAGEO</b>  IRELAND</p>	<p>Signed up September 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have an old stone walled garden where lots of ivy is allowed to grow. There are mature shrubs and deciduous trees.</li> <li>• There are areas of grass that have been allowed to grow wild and we have also planted wild native flowers within these grassy areas.</li> <li>• We have a number of beds where native annual/perennials have been planted.</li> <li>• In the shady area's we have planted some bluebells and allot of snowdrops.</li> <li>• Nest boxes, bat boxes have been located throughout the garden area.</li> <li>• We have some bee/insect motels located in the garden also.</li> <li>• We do not allow any pesticides to be used in our gardens.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> YES. We have just sowed a lot of wildflower seed mixes which we purchased from Connecting with Nature. We also sowed an Irish native variety of snowdrop Galanthus Nivalis to provide some pollen and colour earlier in the year.</p>

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have a dedicated notice board here in Diageo where we put up information about Biodiversity and updates from The National Biodiversity Data Centre and All-Ireland Pollinator Plan.
- We have meetings with our Environmental manager regularly and we have a biodiversity group. We encourage people to get involved in maintaining our pollinator/biodiversity areas.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES. We try to keep an insect species count. We take photographs of as many species as we can and keep a log of them.

- Did your business participate in Flower Insect Timed (FIT) Counts? Not yet. Will look at doing this.
- Did your business participate in the Bumblebee Monitoring Scheme? Not yet. Will look at doing this.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- We are trying to extend our wildflower areas in Diageo. We have areas where there is a lot of grass.
- We want to add more pollinators to these areas. Hopefully when these areas bloom we can get more involved in the Bumblebee Monitoring scheme and FIT Counts in 2024.

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**Digital Realty Trust**

Signed up May 2022


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





**UPDATE 2023**




1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- In readiness for this program Digital Realty have engaged specialist support in the form of SAP Landscaping & their Bio-Diversity Ambassador.
- We surveyed all our Dublin sites (7 in total) to ascertain what native species of plant we have also to identify invasive species.
- Though our partnership with SAP Landscaping we have also detailed a landscaping development plan to improve on what we plant, where and why, supporting the pollinator food supply.
- We have also allocated budgets for approval to move to SAPs Eco Team where battery powered tools and electrical vehicles are used along with a non-pesticide weed control system.
- B - With this partnership we promoted a NO MOW May on all sites.

	<ul style="list-style-type: none"> <li>• <b>D</b> - On each of our sites we deployed bee hotels and left wild vegetation in certain areas and have added signs promoting the Pollinator Plan.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES</b> - native planting is now our standard.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We concentrated on the food source for our native Irish bees.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have through community partnerships with local schools developed planting days where we were supported by students, teachers, and our own staff to plant 150 fruit trees on their grounds, this was an excellent opportunity to present to the schools on why we are doing this and why it is needed.</li> <li>• We also opened up to allow our staff dedicate fruit trees to their own communities to increase involvement and awareness of the Pollinator Plan</li> <li>• We also circulate the pollinator plan monthly newsletter internal to our staff with a current count of &gt;100 direct staff.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> The schools where we planted the fruit trees have been added and also our sites across have been added.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>Continue to improve our landscaping and our community programs and adapt to SAPs green team budget approval willing.</p>
<p><b>**</b></p> <p><b>Submission after the AIPP deadline</b></p> <p><b>Domestic and General Property Support Services</b></p> 	<p>Signed up August 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Identify, retain and discuss with customers importance of native hedges, trees, shrubs and herbaceous plants which are good pollinators. Ensuring customers understand the importance of retaining bramble and ivy in their properties for biodiversity.</li> <li>• Promote and increase pollinator friendly planting focusing on herbaceous plants, shrubs and ornamental trees which would help promote pollination and biodiversity.</li> <li>• Help reduce the use of herbicides for control of weeds with a focus of using herbicides solely on hard surfaces. We do not use insecticides.</li> </ul>

		<ul style="list-style-type: none"> <li>We will continue to develop and increase the training of our Grounds Teams on biodiversity and pollinator plants in terms of identification and product knowledge.</li> <li>Continue to promote and encourage our customers to increase their sq/m coverage of pollinator friendly plants/shrubs amongst all our properties.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> But we are looking to encourage more of our customers to have a bigger footprint within their properties containing wildflower meadows.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We are continuing to increase the number of plant species which will hopefully help promote the activity of bees.</p> <p><b>2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have started to communicate with our Grounds Teams helping them understand and identify pollinator plants. We will continue to get them to further train on the process and help them understand the process giving them the confidence to communicate with customers direct.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.</b></p>
125	<p><b>Donegal Bees</b></p> 	<p><b>Signed up August 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
126	<p><b>Doughtys Wilkinstown</b></p> 	<p><b>Signed up August 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>



127	<b>DPD Ireland</b>  	<b>Signed up June 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
128	<b>Dublin Airport</b> (daa plc)    	<b>Signed up August 2018</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <b>A</b> – Preserving existing habitats: Dublin Airport manages over 11km of existing mature hedgerow on its lands and appreciates that these hedgerows act as an important habitat in the Irish landscape providing food and shelter for insects and other species. <b>C</b> – Pollinator friendly planting: <ul style="list-style-type: none"> <li>• 1250m new hedgerow comprising native species was planted to date in 2023.</li> <li>• Increased planting of known pollinator friendly bulbs and flowers in ornamental bedding and planters across campus including <i>Muscari armeniacum</i>, <i>Scabiosa spp.</i>, <i>Salvia spp.</i> and <i>Agapanthus spp.</i></li> <li>• Creation of new pollinator friendly flower beds at the Terminal 2 terraces including the following perennial flowering species: <i>Coreopsis</i>, <i>Nepeta</i>, <i>Rudbeckia</i>, <i>Salvia</i>, <i>Scabiosa</i> and <i>Delphinium</i>.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> In 2023 there was increased planting of pollinator friendly flowering plants in ornamental planters and bedding and a new area of bedding comprising pollinator friendly perennials was created. <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> There is an apiary containing 4 hives on site which Dublin Airport continues to manage. It is understood that this is not considered a biodiversity action under the AIPP and there are no plans to increase the amount of hives on site.  <b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• 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 and pollinator friendly projects.</li> <li>• Dublin Airport continues to raise awareness in the workplace of its participation in AIPP and pollinator friendly activities and presented to a variety of groups on these activities including participants in our Sustainability Ambassador and Future Factory innovation programs, new starters and business leaders.</li> </ul> <b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b> <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul>

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** **YES.** We were not previously aware of this portal but have now accessed the map and identified our site and adjacent and nearby mapped habitats.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** **YES.** Sustainability is a pillar of daa's corporate strategy. Within this pillar Biodiversity is a major theme within the driving principle of 'Healthy Local Environments'. Participation as a business supporter in the All Ireland Pollinator Plan and the completion of associated actions is an important component of biodiversity action on site.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- daa has signed up to the Irish Business for Biodiversity platform and hopes to further engage with this and utilise available guidance, resources and networks on this site in 2024.
- Identification of a site or sites to create a naturally occurring flowering meadow/ wide field margins and the introduction of a suitable cutting regime.

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**Dundrum Town Centre**



Signed up February 2017  
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.**

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In conjunction with a local college of further education, we installed several planters on the roof near our existing seven beehives. College students gained hands-on experience planting native plants and shrubs that were specifically chosen for their attractiveness to pollinators. Cameras were installed to capture and livestream bee activity. Links will be available on both our website and the college website. A screen has been installed in the shopping centre for the livestream and we're designing visuals and infographics for this area relating to pollinators.

Visits have been scheduled for Spring 2024 for local primary school children to view our beehives and planting area. We will use these sessions (with our professional beekeeper) to highlight the importance of biodiversity and native planting.



- **E** - The use of pesticides is banned onsite.
- **B** - Grass is strimmed only, no mowing.
- **C** - Wild planting of perimeter areas is ongoing as part of our biodiversity action plan.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** **NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **NO.** A local professional beekeeper is employed to manage and maintain our beehives.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have commissioned an external company to conduct a comprehensive biodiversity action plan for our site. This survey is currently underway and we expect the results of this study in December 2023. A significant budget has been earmarked in 2024 to implement the outputs of this plan.
- We are designing a sustainability wall in the town centre that will display our ESG journey to date. This includes reduced water consumption and biodiversity

		<p>actions such as a complete ban on the use of pesticides onsite and the planting of native plant species only.</p> <ul style="list-style-type: none"> <li>• The All-Ireland pollinator logo is displayed on the environmental noticeboard.</li> <li>• We have a biodiversity policy which is shared with all staff and contractors. This policy is reviewed annually.</li> <li>• We are currently updating our website to accurately reflect our biodiversity actions to date.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>We have commissioned an external company to conduct a comprehensive biodiversity action plan for our site. This project is currently underway and we expect the results of this study in December 2023. A significant budget has been earmarked in 2024 to implement the outputs of this plan.</p>
<p><b>**</b></p> <p>Joined after AIPP 2023 deadline</p>	<p><b>Dwellings Developments Limited</b></p> 	<p><b>Signed up November 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
<p><b>130</b></p>	<p><b>Eamonn Cormican Maintenance Services Ltd.</b></p> 	<p>Signed up August 2022</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - Cutting Ornamental grass. We have reduced the number of cuts on 90% of our managed sites in consultation with our clients and where feasible we would have participated on a number of ‘No Mow in May’ sites with our clients where we would identify areas that can be left fallow.</li> <li>• <b>C</b> – We have reduced the planting of traditional summer bedding (Geranium/Begonia) and winter bedding (Cyclamens/Polyanthus) plants with an emphasis on Pollinator plants and Bulbs to encourage a more diverse population of visiting Insects.</li> <li>• <b>C</b> - Volunteer Days. We have worked on numerous projects with various groups identifying areas that would benefit from planting Pollinator/ Biodiversity plants. We would do the preparation work and assist the volunteers in setting out and planting.</li> </ul>

- E - Weed Control on hard surface areas. More emphasis again on mechanical removal and minimising the use of chemicals. Clients prefer this method and we would carry out a more thorough of hard surfaces during the dormant season.
- A - All our hedge-cutting is now by battery operated machines and part of our Staff meetings we would address all Environmental issues.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** Where we are engaged with a client in submitting a Planting Proposal we would work with our Suppliers/Nursery in having the correct balance of plants/bulbs to provide a longer season for the bee population.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** Staff Meetings. As part of our agenda we would have an update on this and in particular for planning various schemes around our city. This is also relayed on our WhatsApp group chat and working on our new web site we hope to have a blog for users to see what planting projects we are doing or planted. Also would be good to show some of these schemes when they are in full bloom via photos and Facebook page.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. Three.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** To continue to work with more Volunteer groups in some of our sites in the City Centre where there is great scope for more Pollinating planting schemes. Liaising with various groups and present/past members of the *Association of Landscape Contractors of Ireland*. Proposed attendance at Green Cities seminar to be held late October.

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eBay



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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - Ebay engaged SAP Landscapes to come up with a Pollinator Plan for our Head Office and we have implemented most of these recommendations with Pollinator Friendly plants.
- Construction of new bike shelter contains a living roof with Soprema Sedum which is 6 m2 and is a blend of plants to achieve year-round color containing below: Album Coral Carpet 2. Athoum 3. Mini 4. Acre Aureurm 5. Hispanicum 6. Weiherstephaner Gold 7. Summer Glory 8. Voodoo 9. Reflexum

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. As we don't have lawns to mow we have enhanced our existing landscape

to install pollinator plants and in addition we have installed more hanging baskets (3 no.).

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We do not have any honeybees on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Turning local smoking shelter into an environmental campaign hub highlighting the damage done by incorrectly discarded cigarette butts, the capture of rainwater which is used to water the pollinators to support bee population and the use of solar powered lighting for the shelter.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Maintain our existing pollinator friendly flower species.
- We will introduce more Pollinator Friendly Hanging Baskets.
- Introduce more planter boxes with pollinator friendly flowering spaces.
- Install more bug hotels and bird boxes.
- Provide at least one more talk series on Bio-Diversity supporting the Bee pollination plan.
- Encouraging employees to become Citizen Scientists and record their biodiversity efforts using the "Biodiversity Data Capture" and "Flora Incognita" apps.

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**Eco Evolution**



Signed up July 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C** - Planting of 30m pollinator friendly hedge along site boundary. Hedging included Blackthorn, Whitethorn, Willow, Hazel, Damson and Spindle, Holly and Dog Rose.
- **C** - Removed grass areas and re-planted pollinator friendly perennials in the area – Mauve Boules, Nepeta, Fleabane, Bellflower, Allysum, Rock roses, Lungwort, Michaelmas Daisy, Hellebores, Perennial Geranium, Oxeye Daisy and grape hyacinth, star of Bethlehem, snowdrop and crocus bulbs.
- **C** - Planted Mountain Ash trees and potted three Strawberry trees.
- **B & E** - Reduced mowing and eliminated pesticide use and allowed Bramble to grow in an unused piece of ground.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Have reduced mowing to encourage a wildflower meadow.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? Sponsored herb plants for the community herb garden and printed copies of the All-Ireland Pollinator Plan for the local Tidy Towns Group. Encouraged community members to register their gardens on the AIPP portal and to record their sightings on the portal.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. Helped Local Tidy Towns group.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024? Continue to map and record on the AIPP portal, work with the local schools and community groups.

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El Electronics



Signed up February 2022

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - Retained and managed Bio-diversity garden area on site.
- B - Reduced cutting of grass in certain areas to edge cutting only
- C - Prepared additional area of site for planned allotment in 2024
- A - Managed hedgerow area at site perimeter to allow bee nesting and population.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. Reduced mowing.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Included in our ESG communications.
- Engaged with local community to aid in Tidy Towns efforts.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES/NO. Previously.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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**Elavon Financial  
Services DAC**



Signed up April 2017

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**Arklow, Co Wicklow & Cherrywood Co. Dublin**

- **A** - Retaining existing Lavender and Rosemary bushes verges and pond at our Arklow site. Retained a wild area of bramble and ivy that is no longer an overflow car park, so it is rewilding.
- **B** - Areas of our site in Arklow are no longer being mowed and the contractor has cut down on mowing in May.
- **C** - Replanting of Cherrywood roof garden beds with pollinator friendly plants in Bee friendly planters that measure 53 sq mtrs (approx.) - Rudbeckia f. 'Forever Gold', Rudbeckia Fulgida 'American Gold Rush', Echinacea 'Double Scoop Cranberry', Salvia Nemorosa, Aster 'Island Samoa'.
- **D** - Our pond in Arklow is thriving and attracts insects such as dragonfly and butterflies. Installed a smaller trough for bees and birds to easily access drinking water. We have many old walls around the Arklow site that are untouched and will remain so for solitary bees. Protecting space on our Cherrywood building rooftop for pollinators.
- **E** - Our landscaping contractors at our Arklow site are fully supportive of our wish to nurture our native plants and reduce invasive species.
- **F** - Raised awareness in our workplace with a series of pollinator and biodiversity themed events including a group FIT count and walk at both sites. (see more in Q2 below)
- Invited Arklow Tidy Towns to speak to our employees about their efforts locally and how we can support them. They also provided us with a detailed report of recommended actions to support biodiversity which will inform what we do in 2024.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Replanting our beds in Cherrywood with pollinator friendly plants not wildflower seed mixes. We do not gift seeds to our employees. Also, we have taken AIPP recommendations and plan to further reduce mowing further in 2024.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? Not applicable** as we do not have hives on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **Apr:** Participation in Earth Month Eco Challenge 2023 (<https://earthmonth.ecochallenge.org/>)
- **17 May:** Biodiversity Webinar with Sarah Kelly from the National Biodiversity Data Centre and shared via our internal comms team.
- **01 August:** Launched an internal Sustainability Europe SharePoint Site including Biodiversity information page, promoting AIPP.



- **03 Aug:** Replanting of roof garden in Cherrywood complete
- **22-25 Aug:** Held 'Nature Week' across Irish sites, with FIT Count Survey, Nature quiz, photography completion, and promotion of AIPP actions, and ways to support local biodiversity & Pollinators actions
- **24 Aug:** Visit from Arklow Tidy Towns & report on site improvements.
- **Sept 29:** Planting of bulbs at Arklow site as well as the clean-up & replanting and removal of hedge at the Elavon Roundabout on the R772 – progress will be reported in next submission.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES.** - 6
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.** But we do encourage staff to do this in their own gardens.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? Not yet, work in progress.**

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**  
Not at this time – this will be considered as part of future plans.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Further promotion of AIPP, FIT Counts/Bee monitoring, and actions for kids in the spring such as providing the bee pollinator posters to the schools.
- Gift bee hotels to the local schools we are engaged with on community volunteering activities (Junior Achievement Ireland).
- AIPP signage or electronic messaging within the buildings.
- Explore promotion of AIPP certification on tender documents.
- Promote AIPP with our third-party suppliers.
- Installation of bee/insect habitat at buildings.
- Sponsoring the planting of bulbs and trees in Arklow town via the Tidy Town committee and inviting our staff to participate in the planting activity.
- Review report from Arklow Tidy Town and agree actions to take forward (e.g. apple trees planting on our Arklow site).
- Work with contractors on further AIPP actions (e.g. reduced pesticide use, cutting down on mowing etc.).

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Eli Lilly

**Signed up February 2023 – NEW business supporter**

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

*Lilly*

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2022 we had Scott Cawley Ltd. ecological consultants on site to conduct a site multidisciplinary study, bat survey and breeding bird surveys. From this we received a detailed map in January 2023 outlining the different habitats we had on site to try and improve upon for the year. Since then, we have allowed ~6,500m2 of land along a pedestrian access road through the site (East Road) rewild naturally with reduced grass cuttings, signage indicating it's a pollinator friendly zone. These signs have also been introduced into areas where improved pollinator friendly planting has taken place.

Species found in areas which are now being conserved and signage put up include;

- **BL3:** To be improved where possible.
- **ED2:** To be improved.
- **ED3:** willowherb (*Epilobium hirsutum*), ribwort plantain (*Plantago lanceolata*) and creeping thistle (*Cirsium arvense*), purple loosestrife (*Lythrum salicaria*), hawksbeard (*Crepis capillaris*), silverweed (*Argentina anserina*), self-heal (*Prunella vulgaris*), common birds-foot trefoil (*Lotus corniculatus*), , ox eye daisy (*Leucanthemum vulgare*), creeping buttercup (*Ranunculus repens*), , red clover (*Trifolium pratense*), field pansy (*Viola arvensis*), wild carrot (*Daucus carota*), redshank (*Persicaria maculosa*), common sorrel (*Rumex acetosa*), common field-speedwell (*Veronica persica*), weld (*Reseda luteola*) and mayweed (*Matricaria chamomilla*).
- **GA2:** perennial ryegrass (*Lolium perenne*), yorkshire-fog (*Holcus lanatus*) and red fescue (*Festuca rubra*). Dominant forb species present included white clover (*Trifolium repens*) and dandelion (*Taraxacum officinale* agg), daisy (*Bellis perennis*) and ribwort plantain.
- **GS2:** false oat-grass (*Arrhenatherum elatius*), cock's-foot (*Dactylis glomerata*), yorkshire-fog, red fescue, perennial rye-grass, common nettle, meadow buttercup (*Ranunculus acris*), common ragwort (*Jacobaea vulgaris*), creeping thistle, bush vetch (*Vicia sepium*), and common sorrel, meadowsweet (*Filipendula ulmaria*), hawthorn, rushes, willow.
- **WS2:** gorse (*Ulex europaeus*) and bramble *Rubus (fruticosus agg)*, common nettle (*Urtica dioica*), hogweed (*Heracleum sphondylium*), rosebay willowherb (*Chamaenerion angustifolium*), purple loosestrife, and *Cirsium* spp. **INVASIVE:** butterfly-bush (*Buddleia davidii*).
- **WS1:** Bramble, gorse, ivy, common nettle, dog rose and bracken.
- **WD1:** Birch, ivy, honeysuckle, alder, bramble, gorse, thistle, willowherb, bindweed, ash, sycamore, oak, holly, bracken, common nettle, purple loosestrife, ox-eye daisy, willow, hawthorn, cow parsley, meadowsweet, wild carrot, common knapweed, foxglove, broad-leaved dock, common ragwort, hogweed, **INVASIVE:** butterfly bush and cheery laurel.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** Allowed area of cut grass embankments to wildflower and reduced grass cuttings, see section 1a.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **NO.** But will aim to target this for 2024.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **Earth Day:** On site plant swap for Earth Day celebrations where colleagues were asked to bring in seeds to swap or plants to swap and included an information stand on pollinator friendly species using leaflet/posters from the All Ireland Pollinator Plan website; Pollinator friendly plants for you 1) garden, 2) herbs and 3) on the farm. We also encouraged people to sign up to our site plant swap mailing list.
- **Pollinator Week:** On site event with Biodiversity BioBlitz competition for people to do at work or at home. This BioBlitz bingo was aimed to introduce colleagues to identifying native Irish flora and fauna. We gave out special prizes to those colleagues who could send proof that they had used and completed surveys using the FIT Count App.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES** (3 employees, hoping to improve this next year).
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on [Maps – Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Since 1978 the site has been engaging with the National University of Ireland in Galway (NUIG) to conduct surveys of the lower Bandon River and Kinsale Harbour, by monitoring of seafloor sediments and associated animal communities to assess habitat quality in an integrated manner. For 2024 we are expanding this survey with NUIG to include the Eli Lilly Kinsale site to draw up a comprehensive 5-year action plan with short, medium and long-term actions that will be site specific and aimed at increasing employee engagement to improving the live of pollinators on site and in our local communities.
- As part of this we hope to introduce a site database for colleagues to upload their sightings on site for the Biodiversity Team to upload to the National Biodiversity Data Centre. In the interim, the site Biodiversity Team as part of our overall Site Sustainability Team is looking to add signs indicating the species of flora found on site and introducing bug hotels.
- We have also identified invasive Cherry Laurel and Butterly Bush which we will aim to manage and will be trying to record invasive species on [www.invasives.ie](#).

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**Elmpark Green**

**ELMPARK  
GREEN**

THE CLUB  
AT ELMPARK  
GREEN

Managed by  
Colliers



Signed up February 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – Currently we have preserved areas along the stream with long term blooming wildflowers, ivy throughout the area. We also added new lavender hedges at the front of the estate.
- **B** – We have redesigned wildflower meadow and created soil banks for solitary bees to borrow. We have also minimise cuts to twice a year and kept patches with wildflowers untouched.
- **C** – We added 18 heathers to wildflower garden.
- **D** – We have redesigned bee mound and created a slope to ease access for solitary bees and other insects to burrow.
- **C** – We also, developed new area for pollinators with geranium, cytissus, agapanthus, euonymus emerald gaiety.
- **E** – We only use organic sprays on all of the areas throughout the Elmpark Green.


**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We had an educational talk and demonstration on how to sow the plants, what plants are better for pollinators and how we can help pollinators throughout the year.

**18. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We held educational talks and demonstrations in May and June.
- As well as putting information to our social media.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

		<p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? YES. 10.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? YES. 25.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps – Biodiversity Maps (biodiversityireland.ie)</a>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES. – annually.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>In year 2024 we are introducing a communal garden with support of our local gardeners who will educate tenants on sowing and planting pollinator friendly crops.</li> <li>Additionally, we are planning to have more educational talks and demos for kids.</li> <li>We will start mapping and manage invasive species.</li> <li>We signed to Business for Biodiversity now and planning to engage more.</li> </ul>
137	<p><b>embecta</b></p> 	<p><b>Signed up December 2022 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> – We maintained an area to the rear of the site in an untouched/uncut state during 2023 to allow natural flora and fauna.</li> <li><b>B</b> – We reduced mowing on an area to the front of site – a ‘No Mow’ area for the late Spring &amp; Summer Period</li> <li><b>C</b> – We increased both ornamental and native pollinator planting with the help of our team.</li> <li><b>D</b> – We have not designated nesting sites, but will plan to do this next year.</li> <li><b>E</b> – We have requested our groundskeeping contractor to cease using herbicides and use environmental products.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We did not sow wildflower seeds instead leaving the natural flora to regenerate itself.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> We plan to create a ‘bee hotel’ next year.</p> <p><b>18. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We have engaged employees through the formation of our biodiversity team, the sharing of biodiversity awareness communications &amp; the delivery of two Biodiversity Talks, one by Biodiversity Ireland, the other by a member of staff.</p> <p>We have yet to engage the community or suppliers but will work on this next year.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES, informal with groups, honeybees &amp; bumblebees seen in small numbers.</p>

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
  - Did your business participate in the Bumblebee Monitoring Scheme? NO.
5. Have you located your site/identified pollinator species on [Maps – Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

We have not commenced our 2024 action planning yet.

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**Emerald Park**



Signed up June 2022

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A – We have protected all good biodiversity currently on site, including wildflower areas and various pollinator friendly areas.
- C – Planted willow trees for early food.
- D – Bug Hotels, located in 3 different areas in the park.
- E – We don't use any pesticides. Weeds are being strimmed throughout the zoo area instead of being sprayed.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO. But we are planning on earmarking areas to let go wild again.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES. We optimize Wasp star (no-kill, sustainable, pest control of wasps) to feed the honeybees.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Discussions with school groups attending for Ecology and Biodiversity field trips. Pollination is a discussion topic when linking plants, animals, and human life together.
- Up to date information on pollinator monitoring as part of our conservation partners and projects website. [Conservation | Emerald Park | Theme Park & Zoo.](#)

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. 17.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. 7.

5. Have you located your site/identified pollinator species on [Maps – Biodiversity Maps \(biodiversityireland.ie\)](#)? YES. We weren't aware of Biodiversity Maps but have now used it to 'Locate' our site and adjacent species.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024? Continuation of monitoring Butterfly and Bumblebee populations as well as adding another FIT

Count area. Planting of native, pollinator friendly plants in new areas of the park.  
Additional AIPP/pollinator signage.

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Encirc Ltd.



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

#### UPDATE 2023

##### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have started work on a Woodland Walk on our site, as part of this we are planting some areas with pollinator friendly trees & plants. We have a number of visits from Ulster Wildlife for guidance on what trees to keep or remove and what wildlife is currently on site.
- We are renovating our Parking area and will be including pollinator friendly trees & plants into the design.
- 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 especially the new walkway.
- **B** – We have reduced mowing on site with the verges only cut once a year.
- **C** – 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.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have cleared a few areas on the walkway that had an overpopulation / unsuitable types of trees and plan to let them grow wild to see what plants grow naturally.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have been in contact with local beekeepers and decided as per guidance not to introduce honeybees. We may look at introducing an empty hive to see if we can attract a moving swarm.

##### 18. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We share the monthly newsletter on our internal communication platform.
- We shared the results from the Ulster Wildlife survey we undertook at the start of the year.
- The biodiversity committee has a number of projects underway with local schools and regularly communicates with our work colleagues using our internal communication platform.
- We have encouraged the local schools we work with to sign up to the AIPP.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps – Biodiversity Maps (biodiversityireland.ie)? NO.** We weren't aware of it but will aim to add the site.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We are planning to refurbish our bug hotel to make it better and getting local schools involved in the project.
- Further site landscaping is planned, we are talking with the landscaper to ensure we make the site as good as possible for pollinators and biodiversity.
- When we have our woodland walk open, we will take part in future surveys and get more staff members involved.
- We plan to reach out to more local schools and offer support for any actions that improve local biodiversity especially highlighting Pollinators.

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EnelX



Signed up June 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C – We organised bulb planting in the office, and prepared 30 bulb pots with our colleagues which they then brought home to place on balconies & gardens.
- We are also awaiting a delivery of 20 orchards (100 fruit trees) in November which will be planted in November across the country.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We implemented the bulb project instead.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We concentrated on planting as we don't have any space for this.

**18. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have provided our colleagues with information on how to manage their gardens, the correct time for mowing.
- I have created a "Bee Friendly" board in the office with all the information I have gathered from your website on pollinator friendly actions and plants and created a big wall installation in the middle of our office.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps – Biodiversity Maps (biodiversityireland.ie)? YES.** Apart from orchards which have not been planted yet, will be updated in November.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**



**Signed up March 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A – What good biodiversity is your business currently preserving/protecting on your site?** At our Eshmore and Teiges windfarms areas of the sites have been identified as suitable habitat for Marsh Fritillary butterflies, Ireland's only protected insect. These areas have been fenced off and a strict grazing regime has been introduced to 162ptimize the habitats.
- **B – Have you reduced mowing of grass to create short-flowering or long-flowering areas?** We recently conducted a Biodiversity audit of the Huntstown site, and we are implementing a number of recommendations following the audit, including continuing the current grassland management practices that are proving successful for biodiversity and pollinators.
- **C – Have you Increased pollinator-friendly planting (Native and/or Ornamental)?**
  - We are incorporating a 250m2 pollinator hedge into our battery storage facility in Castlereagh.
  - and we have also planted a 700m2 native species hedgerow at our Altamuskin windfarm.
  - Finally, at our Huntstown Power Station we have planted 3 areas of native Irish wildflowers, 5 pollinator friendly containers and have installed 10 insect hotels.
- **D – Have you designated nesting habitats?** No
- **E – Pesticide elimination/reduction?** Are you choosing eco-alternatives? Are you continuing to spot spray invasive species? Yes, we spot spray invasive species when necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We are not gifting or sowing wildflower seed mixes.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We do not have any honeybee hives or apiaries.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- At Energia Group, we understand that while building green and protecting our environment and the biodiversity that surrounds us is essential, our contribution to nature and biodiversity cannot be complete without engaging with our suppliers, employees, and the communities we operate in. In March 2023 we were delighted to announce our commitment to the All-Ireland pollinator Plan. <https://energiagroup.com/news-media/all-ireland-pollinator-plan/>
- Furthermore, in terms of our biodiversity-related community engagement, as part of our [Greener Possibilities fund](#), we are supporting 11 organisations across the island of Ireland developing projects connected with Sustainable Development Goal 13, "Climate Action." Some of the projects we are supporting include the development of a community toolkit focused on biodiversity enhancement, environmental stewardship and citizen science for responsible recreation and climate action at coastal locations across Ireland by Leave No Trace Ireland, or help further develop Autism Support Louth & Meath's Biodiversity Sensory Garden.
- Finally, in terms of internal employee engagement we are continually raising our employee's awareness on the importance of biodiversity and pollinators through internal comms emails on key dates such as [World Biodiversity Day](#) or [Earth](#)

[Week](#). Furthermore, this year we have developed Biodiversity @ Energia Group, a learning module about the importance of biodiversity that can be accessed by all our employees, and we have also done a Noontime Knowledge session on Biodiversity at Energia Group.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.** At our Teiges windfarm we recorded the number of Marsh Fritillary larval webs.

**5. Have you located your site/identified pollinator species on [Maps – Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Engine Lease  
Finance  
Corporation**



Signed up May 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B** – We have reduced mowing across all our site. We have designated sites adjacent to our building (1800 m2) that are mowed once a year and managed as a long-flower meadow, and we have a number of AIPP Pollinator signs installed to advise that we are taking part in this initiative.
- **E** – We have adopted (with our landscapers) the Pollinator Plan's best practice pesticide code.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We gifted Irish wildflower seeds to all employees.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

18.2 – we plan by the end of the year to engage with our employees to sign up to the 'Pledge Your Garden' initiative and we have also printed and placed around the office the 'Pledge Your Garden for Pollinators' documents and will also be sending the link to these to all of our employees.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**



- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.** But we do plan to integrate it into our plan for 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** We are currently looking at joining the national hub – Business for Biodiversity Ireland.

<p>143</p> <p>Envirico</p> 	<p>Signed up April 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have continued our short mowing policy on our lawn area.</li> <li>• We have installed two pollinator friendly window boxes.</li> <li>• Our two bee hotels remain in situ.</li> <li>• Continuing our no pesticide use policy at our offices.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.</b> We did not sow or gift wildflower seed mixes in 2023.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b> We did not manage honeybee hives or apiary in 2023.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We continued our staff awareness programme and extended it to our Kerry office employees.</li> <li>• We gave several online presentations about the adverse effects of invasive species, in particular their effects on pollinators and means of avoiding the introduction of invasive species.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> For 2024 we propose to continue our reduced mowing regime, continue our no pesticide usage policy, continue our employee awareness scheme, install All-Ireland Pollinator Plan signage, extend the number of pollinator friendly planters and increase the number of bee hotels.</p>
<p>144</p> <p>EPS Group</p> 	<p>Signed up August 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B -</b> We have <b>reduced mowing</b> across all of our sites. This activity has been further extended to include another of the Southern Region (last reported activity) to include another 148 sites.</li> </ul> <p>Some site-specific updates include:</p>

- **Dundalk:** Still leaving the two large central areas wild until July/August. The bunds around the plant are all growing well. We have put in a controlled management plan for Japanese Knotweed. Still lots of hares around.
- **Drogheda:** Areas on the banks and above and around the inlet continue to be left wild. Trees and shrubs around the site are all growing well. Evidence of foxes.
- **Duleek:** We have planted banks that are starting to mature and the site of the old works could have reduced cutting until the summer next year. Trees and shrubs are doing well. Evidence of badgers in the area.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

- We purchased wildflowers and sweet basil & chive seed packets as part of our merchandising mix to encourage others to sow and get active in the planting space domestically.
- They are distributed at events we attend such as the Mallow Maths & Science Fair and any customer days we host or attend.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We did not.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

As well as educating more of our site-based teams about the plan internally, we will be collating our site-based activities in this regard and including same in our 2023 Sustainability Report.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators**

**(biodiversityireland.ie)? YES.** As there are quite a lot of sites, the new sites will be added over the next few weeks.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Equinix Ireland**



Signed up June 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B -** As part of our 2023 biodiversity plan, we reduced mowing across all of our sites in Dublin. We participated in No-Mow May and carried it through until August with no mowing across Equinix's IBX facilities in Dublin until August to let the grass grow wild. This has been a great success for the pollinators it was observed that there was an increase in wildlife around the site particularly birds like Bullfinches, Chaffinch and Goldfinch along with Yellowhammers. The local Hare population have also used the enchaind vegetation to give birth to their young leverets.

- **B** - With the enhancements the grass meadows we decided to leave the grass areas in the back section of our site to grow until the end of September as a diverse number of flowers are growing in the area. We were thrilled to find that the Bee Orchid has been observed in numerous locations around the site. This species of orchid although found throughout the country is a rare species of flower and the growth of this flower in the grass areas is contributed to letting the areas go wild and not using any fungicides on site.
- **C** - We have increased our pollinator-friendly planting on the grounds. In late autumn early winter there will be bulbs and shrubs sown into the grass areas to create long flowering grass meadows that will provide food early in the season through until late in the year for the pollinators.
- **C** - We removed non-native hedge rows and replaced them with native shrubs along with planting native elder and rowan trees at locations around the site
- **C** - In November / December 2023 1000 native Irish flowers will be planted to support pollinators in Spring 2024.
- **D** - We have created areas specifically for solitary bees. In selected areas around the site, close to food sources, the grass has been scraped back to bare soil to provide 5 earth banks / habitats for solitary mining bees.
- **D** - We moved the bee hotels to a new location at the back of the building following advice from a biodiversity expert. The bee hotels are now situated near the orchards.
- **E** - We have eliminated pesticides on all sites.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We understand the issues associated with wildflower seeds and for that reason we do not do gift/sow or in any way support or fund wildflower seeds. Our actions are listed above.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We do have hives and we will not increase the number. Our biodiversity initiative this year was around developing areas specifically for solitary bees. We invited in a biodiversity specialist via SAP landscapers to give advice around what we could do on site to help with solitary bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have not engaged our suppliers – apart from SAP landscapers who are helping us with this initiative.
- We have engaged our community by promoting our participation in the DCs for Bees Orchards in the Community Project which has been promoted online and in some local community press and this communication includes messaging about the importance of supporting biodiversity and halting the decline of our bee population. We engaged directly via our staff with local schools, Tidy Towns and other community organisations right across Ireland as we donate orchards out to these organisations to help them to get involved in this biodiversity project and the response has been very positive.
- We have engaged our employees in several ways through our All Hands meetings where we provide updates on what we are doing across our sites and WHY we are doing it. Sharing out the AIPP with them to read and educate themselves around what they can do at home. We invited our staff to attend a bee sanctuary Beewise in Co. Meath which was well attended. This provided employees with an opportunity to spend a day learning about biodiversity and the different types of bees, plants and other species that are important for the ecosystem. Also, as above, our employees get directly involved in the Orchards in the Community

project by reaching out to their local communities and also helping to plant the orchards. For No Mow May, we have signage on the grounds of our sites promoting the initiative.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES/NO.** Not yet but we will do this as soon as we learn how to as we have some details to map including the bee orchid, orchards and species of bee found at our site.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

This is something we will investigate for 2024. We need to learn more about this process.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? We can see the pollinator species on the website but we need to add our location and register our findings.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.** We are currently working with our Sustainability Programme Office to integrate the AIPP into our sustainability strategy for 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will investigate Business for Biodiversity Ireland [www.businessforbiodiversity.ie](https://www.businessforbiodiversity.ie)
- We will continue to build on what we have already done at our sites. One key improvement area for us is around the mapping and reporting. We have done a lot for biodiversity but we need to better understand how to map and record and report our findings.
- We will continue to support the DCs for Bees orchards in the community project.
- The 1000 bulbs that we plant in autumn 2023 will support biodiversity in 2024
- We will focus more on tracking pollinators, species at our sites to help us and AIPP to record progress.
- We will reach out to the businesses located next to our facilities to ask them to support the AIPP.

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**ESI Technologies**



Signed up August 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**




- **E** - We have maintained our policy of no pesticides or herbicides on the property.
- **C** - We have planted native hedging along our perimeter also.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** This year, we didn't plant anything additional but allowed natural foliage to grow in areas and maintained our planter boxes which contain native species.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We are unable to host bee colonies onsite. We did investigate this, but it was not a viable option due to potential allergies.

		<p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>This year, we partook in “No Mow May” which was advertised on our social media. We also have signs placed on site to advise of no mow areas for visitors and staff to observe.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b></p> <p><b>NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b> We will look into this in 2024.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>We hope to plant Native pollinating trees.</p>
147	<p><b>Eversheds Sutherland LLP</b></p> <p><b>EVERSHEDS SUTHERLAND</b></p>	<p>Signed up August 2021</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>This year we have pledged a further 10 Orchards to our corporate charity partner Barretstown. This will take our initial 450 fruit trees donated to the site to total 500..</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> This year we provided resources on our intranet regarding gardening for biodiversity – we recommended that our people don’t plant wildflowers and instead embrace not cutting the grass and letting wildflowers occur naturally. We also uploaded resources to our intranet from the AIPP that encourage sustainable gardening.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> This is not relevant as we do not encourage managing hives or have any in place on our grounds. However, we have made resources available to our people on our intranet that includes AIPP literature that makes this point about honeybee hives.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>For World Bee Day (May 20<sup>th</sup>) we sent an internal communication around to our people containing information re the work we have done to support the AIPP, why pollinators are important, how to manage your garden for pollinators and links to resources from the AIPP.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b></p> <p><b>NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> </ul>



		<ul style="list-style-type: none"> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p>
148	<b>Fairyhouse Steel</b>  	<p>Signed up July 2018 Mapped on Actions for Pollinators – data mapping portal. YES.</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <b>PHYSICAL (A-E)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• B - The company continues its No Mow policy on grass verges and not trimming of hedgerow.</li> <li>• C - Planting of an area of pollinator friendly bulbs and plants each year and addition of pollinator friendly trees.</li> <li>• D – One new south facing earth-bank.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</p> <p>2. Which evidence-based <b>COMMUNICATION (F)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? The company provides staff with Pollinator information and Tips for protecting pollinators.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p>
149	<b>Farrans</b>  	<p>Signed up September 2023 – NEW business supporter Mapped site(s) on 'Actions for Pollinators' – data mapping portal. N/A.</p>
150	<b>Fingleton White</b>  	<p>Signed up September 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <b>PHYSICAL (A-E)</b> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p>

- **A - Preserving/protecting biodiversity**  
5 Fingleton White offices around the island took part in the Big Beach Clean in September to reduce pollution and habitat loss/degradation. Litter was collected from canal banks, beach and dunes, woodland and meadows surrounding lakes.
- **C - Increased pollinator-friendly planting**  
Fingleton White volunteers planted 1012 native trees in Rockview Walkways, an ongoing project of Laois Friends (Laois Friends, Special Needs, Social and Recreational Committee). Rockview Walkways is a 20-acre high nature-value woodland that contains native trees and hedgerows, an orchard, eight bird nesting boxes and deadwood in two locations in the wood to encourage invertebrate species.

Planted trees will support biodiversity, especially bees in the orchard. Tree species are listed below:

Alder	Birch	Oak	Scots Pine	Hawthorn	Rowan	Hazel	Crab Apple	Apple Trees	TOTAL
190	202	31	160	402	7	7	1	12	1012

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** As noted above, Fingleton White sponsored and planted 1012 native trees in Rockview Walkways under the guidance of Trees on the Land.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Fingleton White sponsored the charity Trees on the Land and planted 1012 trees in Rockview Walkways.
- Invited a guest speaker to deliver a presentation on pollinators.
- Identified a sustainability accreditation body to assist us with integrating sustainability into our business strategies. We will be preparing for an assessment to initiate the process.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**





**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** We were not aware of Biodiversity Maps. We will record pollinator species, especially in areas where we did pollinator friendly planting and update for 2024.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

While our pollinator-biodiversity actions for 2024 are not yet finalised, we will be focusing on collaborating with/sponsoring local community groups to create/add to pollinator-friendly habitats. We will continue to develop our sustainability policy and acquire a sustainability certification.

151	<b>Finline Furniture</b> 	<b>Signed up August 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
152	<b>Flynn Construction</b> 	<b>Signed up August 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
153	<b>Forane Nurseries</b> 	<b>Signed up August 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
154	<b>Frascati Centre</b> 	<b>Signed up July 2023</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• <b>A</b> - Biodiversity preservation/protection on-site</li> <li>• <b>B</b> - Reduction in grass mowing to allow for natural flora regeneration</li> <li>• <b>C</b> - Increased pollinator-friendly planting</li> <li>• <b>D</b> - Designation of nesting habitats</li> <li>• <b>E</b> - Pesticide elimination</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> In 2023, Frascati Center made a conscious decision to cease the use of wildflower seed mixes, understanding their potential environmental impact. Recognizing the importance of native vegetation, we have retained the naturally occurring ivy on our grounds. Ivy is invaluable to pollinators, especially during times when other food sources might be scarce. Moreover, we are in the process of researching and sourcing pollinator-friendly seeds and plants that are native to our region. Our intention is to implement these in the coming seasons to further enhance our site's contribution to local biodiversity. We believe these steps will not only support our local pollinator populations but will also contribute to the larger ecological balance of our area. <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> In 2023, the Frascati Center took several proactive steps to support our local wild pollinators. Recognizing the potential competitive pressures that increased honeybee populations might put on wild species, we focused on enhancing habitats

and resources for native pollinators. We expanded our cultivation of native plants known to be preferred food sources for local pollinators. Our efforts in reducing the use of chemicals and providing natural habitats, like undisturbed patches of land and water sources, are our contribution to ensuring a thriving pollinator community.

**2. Which evidence-based COMMUNICATION (E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2023, after subscribing to the pollinator program, Frascati Center took initial steps to raise internal awareness and lay the foundation for broader actions in the upcoming years.
- Although our engagement was modest in 2023, we are enthusiastic about our plans for the upcoming year. We believe that with more time and resources, we can significantly amplify our efforts and have a more profound impact on promoting pollinator-biodiversity actions.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Frascati Center is wholly dedicated to amplifying its support for pollinators and increasing biodiversity within our site in 2024. Here's a snapshot of our ambitious action plan:

**1. Land Management & Maintenance:**

- **Mowing Reduction:** We aim to reduce the frequency of lawn mowing, allowing natural grasses and wildflowers to thrive. This will provide essential habitats and food sources for pollinators.
- **Pesticide-Free Zone:** We are committing to a 100% pesticide-free environment. By eliminating the use of harmful chemicals, we ensure a safer habitat for pollinators and other wildlife.
- **Wild Reserve:** Designate a specific area 1400m<sup>2</sup> within our site to remain untouched by human activity, allowing nature to reclaim and maintain its course. This reserve will be a sanctuary for diverse species to flourish without disturbance.

**2. Infrastructure & Facilities:**

- **Bug Hotels:** To further encourage beneficial insects, we will install several bug hotels around the premises. These structures provide vital shelter and breeding sites for many pollinator species.
- **Pollinator-Friendly Signage:** To raise awareness among our visitors and tenants, we will place signs highlighting our pollinator-friendly areas, emphasizing our commitment to biodiversity.
- **Tree Drilling:** For solitary bees and other insects, we'll carefully drill holes in select trees, offering them additional nesting opportunities.

**3. Education & Engagement:**

- **Workshops & Informational Sessions:** We'll conduct sessions for our employees and visitors about our biodiversity efforts and the importance of pollinators.

- **Collaborations:** Partner with local environmental organizations to receive guidance and support in our biodiversity initiatives.

By the end of 2024, Frascati Center aims to be a beacon for urban biodiversity, demonstrating that even in commercial settings, harmonious coexistence with nature is not just possible but essential.

155

## Frogswell Garden



Signed up June 2022

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **N/A (microenterprise).**

### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- On the ground, this has been much a year of repairing damage as of progress.
- A prolonged severe freeze in December 2022 caused considerable losses of both native and cultivated forage plants here, while other species such as bush vetch took time to regenerate.
- Due to poor weather in July and August some of the replacement cultivated forage plants failed to flower.
- Knapweed weed and Devil's bit scabious in one of two damp wildflower areas were trashed by an unannounced flailing visit from ESB in 2022 which caused serious compaction. Hopefully an alternative forage area can be developed next season.

#### 1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.

#### 1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

From the fieldwork, and particularly through the three dissemination workshops held in late summer, a network of potential allies in Large Carder protection is beginning to emerge, with good prospects of follow-up actions next season.

### \*BIODIVERSITY MEASUREMENT & MONITORING

#### 3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? N/A.

#### 4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Despite this, all the usual bumbles and solitary bees were present over the summer in reasonable numbers, though colonies declined earlier than in 2022. Two new hoverfly species were recorded (*Sericomomyia silentis* and *Eristalis intricaria*), three new solitary wasp species, *Agrogytes mystaceus*, *Ectemnius* sp, *Netellia* sp. - thanks to Ryan Mitchell & Owen Beckett for ID - and an additional solitary bee species, *Megachile willughbiella*.
- Gross management has resulted in promising increases in knapweed and bush vetch, both of which are key forage for the Large Carder. The Large Carder colony here remained active into September.
- However, the most significant pollinator protection advances this season have been off-site.
- NPWS funded a Small Recorder project, RU-86, on surviving populations of grassland Large Carders in South Mayo and Galway, combining fieldwork on

forage plant communities and dissemination workshops in Mayo and on the Galway border.

- The main aim of the fieldwork phase been identifying areas with strong forage plant communities; but a most encouraging aspect is that five new high-quality sites have actually yielded *Bombus muscorum* sightings from a first speculative visit, which a second visit confirmed in three of them.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? N/A.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

From the fieldwork, and particularly through the three dissemination workshops held in late summer, a network of potential allies in Large Carder protection is beginning to emerge, with good prospects of follow-up actions next season.

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**Fruit Hill Farm**  
(Veyranno Ltd.)



Signed up February 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - Planting bee friendly species around our offices and in the gardens of employees.
- Checking that our mixes did not contain any invasives such as black grass.
- B - Leaving areas uncut around our office and warehouse during necessary time frames.
- Giving seed packets with bee friendly flower seeds to our customers with their orders.
- Promoting pollinator friendly mixes and actions online and over the phone to customers.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Improving staff awareness of pollinators and their needs, as well as information on maintaining natural environments.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES.
- Did your business participate in the Bumblebee Monitoring Scheme? YES.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**Signed up February 2023 – NEW business supporter**

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

**UPDATE 2023**
**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Our site Fleetwood Paints in Virginia Co. Cavan is situated on approximately 14 hectares.

- **A** - The site consists of an ash forest, a small and large meadow and flower beds at the factory front entrance. The Blackwater River flows along the back of the site.
- **C** - We had flowerbeds at the front entrance of the factory comprising of mostly shrubs and grasses. We planted in them some pollinator friendly perennials such as sedums, scabious and rudbeckias.
- **C** - This summer we converted a large green overgrown site into an all-year-round pollinator friendly garden. This garden will comprise a loose formal planting at the front with a mix of perennials and flowering shrubs. Next summer 2024 a more natural wild planting style will be created at the back of the building.
- **B** - We have also implemented a 'No Mow' on two of our meadows, where they will be cut at the end of September. We have also discovered that these meadows have large areas of yellow rattle growing naturally in them. later in the summer there was clover, ox eye daises, trefoil and field scabious growing in these meadows. Next year we are going to manage all these areas, plant a native hedge and also plant more perennials and wildflowers in these areas.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.**
**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.**
**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



- In April 2023 a committee was formed amongst some staff members. We discussed what we had here on site and what actions we needed to take to enhance the sites biodiversity to encourage any pollinators.

**\*BIODIVERSITY MEASUREMENT & MONITORING**
**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? TBC.**
**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES/NO.**
**\*BIODIVERSITY GOVERNANCE**
**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.- But it will be integrated for 2024.**
**7. What are your proposed pollinator-biodiversity action(s) for 2024? We have completed a Biodiversity Action Plan which we will use to set appropriate actions for 2024.**



158	<b>Furlong Flooring Ltd.</b>   <b>Furlong Flooring</b> <small>First choice flooring for every room</small>	<p>Signed up June 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - Protect what we have - Protect areas that are already providing food and shelter for pollinators – We protect and allow our hedgerows to grow to create homes for wildlife.</li> <li>• <b>B</b> - Reduce Mowing – we are only mowing the grass twice a year, allowing natural flowers to grow and create pollen for the bees.</li> <li>• <b>C</b> - Pollinator friendly Planting – we have planted several pollinator friendly containers which are situated at the entrance to our building.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>F</b> - Raise awareness: Communication actions – We have the biodiversity Ireland “managed for wildlife” signs all around the workplace and have informed our staff about the All-Ireland Pollinator Plan 2021-2025.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on Actions for Pollinators (<a href="https://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b> N.B. Our location is mapped already on the map but it is not allowing me to do it again or allowing me to add actions. If something further is required can someone please contact me via email.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> More pollinator friendly planting – we want to plant pollinator friendly bulbs in the coming year and potentially look at some shrubs too. We would also like to continue to spread further awareness in the workplace and will look into holding a workshop/session.</p>
159	<b>Galgorm Collection</b>  	<p><b>Signed up May 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>

Signed up May 2022

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

Within our design we always:

- Include native plant selection;
- Include pollinator-friendly planting;
- Provide shelter & nesting Sites;
- Minimize pesticide use;
- Introduce water sources;
- Monitor biodiversity;
- Avoid habitat fragmentation and encourage connectivity.

#### 1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **YES.**

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **YES.** We have increased the number of species in our native hedgerows.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

In addition to the physical actions, our company took evidence-based communication actions to raise awareness and promote pollinator biodiversity in our projects:

- Public engagement: to raise awareness about the importance of pollinators and the role of landscapes in supporting them;
- Educational outreach: by developing educational materials, such as brochures, websites, that highlight the value of pollinators;
- Design signage: that explains the importance of pollinators and the specific design elements that support them;
- Case Studies: showcasing your pollinator-friendly landscape projects;
- Transparent Reporting: by being transparent about our company's sustainability efforts and provide regular reports on the progress of our pollinator-friendly initiatives.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

#### 3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? **YES.**

#### 4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **YES. Once.**
- Did your business participate in the Bumblebee Monitoring Scheme? **YES. Once**

#### 5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? **YES.**

#### \*BIODIVERSITY GOVERNANCE

#### 6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.**

#### 7. What are your proposed pollinator-biodiversity action(s) for 2024?

We plan to:

- Expand the use of native plant species in designs;
- Implement more pollinator-friendly plantings;
- Increase the number of shelter and nesting sites;
- Reduce or eliminate pesticide use;
- Create additional water sources for pollinators;

- Enhance seasonal planning for year-round support;
- Improve landscape connectivity for pollinators;
- Integrate education and outreach efforts;
- Establish biodiversity monitoring protocols;
- Foster local collaborations and partnerships.

161

Gannon Homes



Signed up October 2018

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Gannon Homes continue to be proud supporters of the All-Ireland Pollinator Plan 2021-2025 and 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.
- **A, B & C** - Providing habitat of wildflower meadows, scrub and keystone trees takes planning and time. In 2012/2013 it was decided to develop biodiversity resources along the River Mayne at Clongriffin. Over the last 10 years a Pollinator Corridor has been extended from the railway bridge at Clongriffin to Hole in the Wall Road with mature planting of Alder, Birch, Hazel, Oak and Willow combined with scrub layers, wildflower meadows and a large pond. Linkages are in train via the new Flagship Parks at Baldoyle being planned by Fingal County Council, nearby more resources are provided at Dublin City Councils unique Father Collins Park. This pollinator corridor extends through other areas of open space to the Malahide Road to Gannon Homes development at Belcamp.
- **A** - Along the River Mayne the historic woodland has been preserved, new keystone trees, added and the area along the river has been allowed to rewild. In time, pending future development this pollinator initiative will be extended.
- **B** - Taking on board recommendations from The National Biodiversity Data Centre, grass maintenance is being modified, allowing wildflowers to develop and we are planning to eliminate the use of herbicides in the area.
- As part of our Oldtown Housing Development we recently installed a piece of Public Art designed by artist Ann Ensor. This Art piece consisted of 6 hexagonal sculpture pieces with etchings to the face providing information on bees to include anatomy of a bee, pollination, honeycomb and communication of bees. Gannon Homes were delighted to engage an artist that could work with them to provide a piece of public art that also represented their commitment to both Biodiversity and Pollinators.
- **C** - Our latest development of new homes in Mooretown, Swords have also designed with the use of pollinator friendly planting.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- As part of our Oldtown Housing Development we recently installed a piece of Public Art designed by artist Ann Ensor. This Art piece consisted of 6 hexagonal sculpture pieces with etchings to the face providing information on bees to include anatomy of a bee, pollination, honeycomb and communication of bees. Gannon Homes were delighted to engage an artist that could work with them to provide a piece of public that also represented their commitment to both Biodiversity and Pollinators.
- Thanks to Hans Visser Biodiversity Officer Fingal County Council and Lorainne Bull Biodiversity Officer Dublin City Council for excellent advice.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

162

**George Best  
Belfast City Airport**



Signed up October 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We maintained existing outdoor planters designed to incorporate pollinator-friendly plants.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Ongoing delivery of environmental awareness training (induction and refresher training) for employees including biodiversity at work and home.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

Integrated in BS8555 Phase 5 EMS Management Programme.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We have incorporated biodiversity commitments in our draft ESG strategy, due for implementation later this year subject to approval. This includes commitments to onsite biodiversity action including investigation of the potential for onsite demonstration project and review of our horticultural management regime (including landside cutting, herbicide/pesticide options etc). Other commitments include investment in local projects and re-certification to the BITC Business & Biodiversity Charter.

**\*\***

Joined  
after  
AIPP  
2023  
deadline

**Gilbert Ash**



**Gilbert-Ash**

**Signed up November 2023 – NEW business supporter**

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

**163**

**Gilead Sciences  
Ireland**



Signed up July 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Gilead has secured a "biodiversity area" on its Cork site for the purpose of protecting nature only (no future buildings etc will be allowed there).
- **A** - Also the 25 native apple trees planted as saplings in 2021 doing well boasting a crop of 11 apples this year!
- **B** - This area is managed in that I allow no grass cutting there until Nov each year which means we have a natural meadow of sorts. We even have a small number of bee orchids appear there.
- **B** - 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.
- **A** - On our roof garden we have over 20 herbs being grown for our kitchen, that is used daily by our chef.
- We know it's not a recommended action but we do have 6 thriving honeybee hives from which we harvested honey this year.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have managed our grassy areas with reduced mowing (short and long flowering areas).

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A, C & F** - We've been highlighting 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.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

We have a Biodiversity Plan in place and will continue to implement the plan/policy through 2024 this includes many actions, such as managing amenity grasslands and pollinate friendly lawns using a short flowering meadow regime.

**7. What are your proposed pollinator-biodiversity action(s) for 2024? e.g.**

As outlines in 2024 we will

- Maintain the landscaping plan which will include managed lawn cutting, a wild flower meadow area and a bulb planted meadow too.
- Installation of solitary bee accommodation around the site
- Development of our natural apple tree orchard
- 4 NoTalks from out bee keeper to site personnel
- Re start the gardening club which will generate both interest and help us implement the best biodiversity plan possible for the site.
- In relation to the other bee species, I intend installing solitary bee "lodgings" throughout our site boundary walk once it's opened up to us again.
- Will look at specific habitat development for the rare Large Carder Bee in 2024 based on the guideline: [How-to-guide -Protecting-rare-pollinators Large-Carder-Bee 2022-WEB.pdf](#)

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**Glenveagh Homes**



Signed up March 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**B - Reduced Mowing.**

- Created long-flowering meadows which significantly reduced frequency of mowing.
- 'No Mow' policy across all sites 1<sup>st</sup> November- 1<sup>st</sup> March.

**C - Pollinator Friendly Planting.**

- Introduction of native wildflower meadows/gardens across new sites in 2023, including:
  - Wildflower meadow - Walkers Gate, Kildare Town - 60m2.

- Wildflower meadow - Silver Banks, Stamullen - 112m2.
- Kilcock GAA, Kilcock Co Kildare - bank of Dogwood shrubs planted - 170m2.
- Wildflower Bank - Taylor Hill, Ballbriggan – 180m2.
- Greencare team actively retain and maintain our current wildflower meadows/gardens across our Glenveagh Sites.

**E - Reduced use of Pesticides.**

- Reduction in use of pesticide spray and use of less potent pesticide.
- Biodiversity friendly methods, such weeding and mulching in the winter, has reduced the need for spray.

**A - Retention of Hedgerows & Habitats.**

- We have reestablished and retained existing wildlife corridors and augmenting with suitable tree and native hedgerow planting, established green roofs on apartments, incorporated Sustainable Drainage Systems which can provide shelter, food and foraging and breeding opportunities for a variety of wildlife species.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We have left some areas grow "native".

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We don't manage honeybee hives/an apiary.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**Community Engagement**

- We launched the Nature Hero Awards, a national campaign to support schools with the biodiversity initiative.
- A total of 89 free Nature Hero workshops have been delivered for 2,210 primary and secondary school children.
- Upgrade of school garden in Powerstown school, Tyrrellstown Co. Dublin.
- 2 x planting days in Stamullen and Kildare Town.
- Plantable postcards for new homeowners in Athlone, Mullingar and Donabate.

**Supplier Engagement**

- Founding member of the Sustainability Supply Chain School which provides modules for suppliers on biodiversity and ecology.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO/ NA.
- Did your business participate in the Bumblebee Monitoring Scheme? NO/NA.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. We have incorporated action on pollinators into our sustainability strategy and will be evolving this further in developing our Biodiversity Plan.



## 7. are your proposed pollinator-biodiversity action(s) for 2024?

### Biodiversity Plan

- Publish our Biodiversity Plan 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 actions for improvement.
- Assessment of our biodiversity Impact, Risks and Opportunities.

### Community Engagement

- Continued roll-out of biodiversity workshop in schools where we build.
- Continued support for the Nature Hero Awards in 2023-24 plus a garden makeover for one lucky school.
- Planting Days in new developments in Navan, Hollystown, Kildare Town.

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**GMC Civil &  
Mechanical  
Engineering Ltd.**



Signed up December 2021

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

### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **B** - 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.
- **E** - The company has also eliminated spraying of pesticides in our grounds. The business sponsored heather planting in the Heath GAA club in Portlaoise.
- The business installed a wildflower seed area as pollinator friendly planting. There are several other actions that the business is taking which range from small sponsorship to larger projects.
- **D** - We created a bug house hotel in the depot which was constructed from purely waste materials by an employee and his children. We have produced a Biodiversity Enhancement Matrix to record actions taken.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** But we have already introduced reduced mowing in our depots. We also introduced a wildflower pollinator friendly area in our main depot into an area which was previously stoned.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- The company has produced a Biodiversity Enhancement Plan.
- We have communicated this to raise awareness with our employees.
- We sponsored heather planting at the local Heath GAA club.
- We also intend to hold webinars later 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.
- We are also just signing up with PickerPals for next year.
- In addition, the business has just established an internal Green Team.

### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? TBC.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**NO.** But we intend to carry out a survey in 2024.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** **NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme?** **NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? **YES/NO.****

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **YES.****

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We are currently working on our 2024 plan. It has not yet been finalized.

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**Grangegorman  
Development  
Agency**



**Grangegorman  
Development Agency**  
Gníomhaireacht Forbartha  
Ghráinseach Ghormáin

Signed up January 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**


- **C** - We worked with an artist and two of our stakeholders – D7 Educate Together National School and TU Dublin – to develop and plant the Úlla Orchard, 19 new fruit trees on the Grangegorman site. Úlla Orchard grew out of Seed STUDIO; Placemaking, a collaborative project by Clodagh Emoe with the school that explores and encourages children to imagine a place where human and non-human communities can coexist mindfully. Úlla Orchard was planted in Spring 2023 by the children and staff of the school and supported by the GDA and TU Dublin. It was followed by a picnic gathering in early June to launch the mini orchard and promote it to the wider community.
- We took part in a biodiversity/ecological walk with an experienced botanist to highlight biodiversity that is original to the Grangegorman site (situated in an urban setting). This was intended to assist us in developing future strategy for raising awareness and protecting these areas.
- **D** - Our boundary wall was identified as an area of ecological interest for the site and further protecting the wall is an action to be carried into 2024.
- **C** - We coordinated a cross-collaboration between multiple stakeholders to prepare new plots in a garden area for planting activities for the Dublin 7 Educate Together school and TU Dublin students with the potential to extend to interested community partners.
- **E** - No pesticides or fertilisers are being used and all planting will be pollinator-friendly.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **N/A.**** We are working with our stakeholders who manage the completed areas of the Grangegorman site to review the existing mowing regime for the campus.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **N/A.****

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The GDA appointed a Sustainability Coordinator at the end of 2022.
- In 2023, the GDA organised and hosted a Stakeholder Workshop with key Grangegorman stakeholders including the Dublin 7 Educate Together school, TU Dublin, HSE, Workday Ltd and Dublin City Council to present a review of the

	<p>Grangegorman Biodiversity Strategy (2017-2022). The review included a proposal for a new landscape and biodiversity framework for the site.</p> <ul style="list-style-type: none"> <li>• The workshop highlighted a number of core actions to progress including agreement to establish a Grangegorman Biodiversity Forum with stakeholders to coordinate identified actions across this shared site.</li> <li>• The GDA facilitated a month of weekly lunchtime seminars on biodiversity for staff.</li> <li>• The GDA is represented on external forums on biodiversity, including the <i>Irish Green Building Council's</i> Biodiversity and Build Environment Practice, and attending events on the subject such as ARUP's Driving Nature Recovery and TU Dublin's community biodiversity workshop.</li> <li>• The Úlla Orchard (described above) was included as part of the 'Revealing Grangegorman Family Fun Day' in June. The overall event had 4,500 visitors to the site over the course of the day. Úlla Orchard was launched as part of the event programme, and was included in site tours to raise awareness of the initiative.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</b> The map being used is too outdated for the Grangegorman site (c.2010/2011) and not representative of current status. Huge redevelopment of site has since taken place.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Formally establish the Grangegorman Biodiversity Forum.</li> <li>• Aim to embed a percentage of pollinator-friendly planting in requirements for new stakeholder development in Grangegorman.</li> <li>• Continue to raise awareness of biodiversity with our staff, stakeholders and wider community.</li> </ul>
<p>167</p> <p><b>Grantstown Nurseries Ltd.</b></p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>Long flowering meadow strips</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - Since 2019 we have been managing an area at the back of our glasshouses as a long flowering meadow. In 2023, we invested in a pedestrian sickle bar mower. We hope this will improve the efficiency of the annual cut and lift each September.</li> <li>• <b>A</b> - Protection of our wild areas on site.</li> </ul>

- **A** - 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.
- **A** - 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.
- **D** - Uncut margins provide rank tussocky grasses for common carder bumblebees and small mammals to nest under.
- We installed an owl box and several bat boxes to mature trees on the site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** **N/A.** We did not gift any wildflowers as we recognize the risk to native flora and to arable crops from wildflower seed mixes.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **N/A.** We don't have any apiaries on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We continued to raise awareness through providing printed All-Ireland Pollinator Plan resources area in our packhouse reception for visitors and staff.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** **YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** **NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** **NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme?** **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** **YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** **NO.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** **NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

In 2024, Grantstown Nurseries wishes to sponsor community organisations in our local area to help them get started or support them with existing pollinator actions they have taken.

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**Greenan Maze**



Signed up February 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**A – PROTECT WHAT WE HAVE:**

- 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 retained 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 retained a small oak forest planted in 1988 which also is left alone and not interfered with.

- Our ponds are full of wildlife and we do not interfere with them and the area around the ponds are teeming with life

#### **B – REDUCED MOWING:**

- We have reduced our mowing on site in general - we only mow paths where necessary and therefore have many short flowering areas on site with loads of dandelions, daisies, buttercups and clover.
- **ACTION 2** We mow many grassy areas under a pollinator friendly regimen
- **ACTION 3** Created a naturally regenerated long-flowering meadow through reduced mowing – we did this in a one acre field - we did not mow this meadow all summer and it became a long flowering meadow and it was not grazed until October after seed had fallen.

#### **C – POLLINATOR FRIENDLY PLANTING**

**ACTION 5.** We bought pollinator friendly hanging flower baskets this year and we are more aware of planting for pollinators.

**ACTION 8.** Created 6 x pollinator friendly small flower beds.

#### **D - PROVIDED NESTING HABITATS**

**ACTION 10. HEDGEROWS FOR POLLINATORS** – we have many, many NATIVE hedgerows on site which are left alone which include: hazel, hawthorn, birch, willow, blackthorn, holly, elder, alder, ash and oak.

**ACTION 11. CREATED AND MAINTAINED EARTHEN BANKS FOR SOLITARY MINING BEES** - we have many earthen banks which are suitable for solitary mining bees, along our nature walk and around the farm.

**ACTION 13. INSTALLED BEE HOTELS**....we have one big bee hotel made by TY students on site as an example and we have installed 5 smaller bee hotels.

#### **E - REDUCED USE OF PESTICIDES**

**ACTION 14** Eliminated use of herbicides - We did not use fertilisers or pesticides in any fields, we topped some thistles with a topper.

**ACTION 15** Adopted pollinator friendly pesticide code - we have eliminated pesticides on site except for minimally spot spraying the edges of our public car park and pathways.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We did not sow any more wildflower seed mixes this year as per your advice. But we did sow some native wildflower seeds in beds.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** Our honeybees are managed on site by an expert beekeeper – but we realise this is not a biodiversity action and as such when the bees are actually moved on (they will relocate in 2024) we will not continue this activity in line with your advice which hopefully will encourage more wild bees on the farm.

#### **2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **ACTION 18** • We trained our staff to communicate clearly to the public about the biodiversity nature treasure hunt which has many information signs relating to the AIPP.
- **ACTION 17** • We host primary school tours and we encourage schools to participate in AIPP and also highlight our biodiversity nature treasure hunt signage with AIPP actions.
- We are selling the National Biodiversity Data Centre swatches in our craft shop

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
YES/NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO – BUT WE HOPE TO SET UP A FIT AREA ON SITE and do FIT counts with primary schools.
- Did your business participate in the Bumblebee Monitoring Scheme? NO – BUT WE HOPE TO BEGIN IN 2024 ....and we hope to incorporate this action in our school tours.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. It is part of our sustainability policy.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Manage a patch of rhododendron (and any other invasive species) on site
- Set up a Flower Insect Timed (FIT) Count area and participate in the Bumblebee Monitoring Scheme.
- Implement more communication actions in our school tours e.g., Send out links and info to AIPP before and after the school tours.

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Greenbelt Ltd.



Signed up April 2021

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

**UPDATE 2023**

**Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- D - In particular, we provided nesting habitats across our native woodland tree planting sites and
- E - minimised pesticide usage in reforestation projects, through the introduction of biochar.
- C - We planted numerous pollinator trees for communities too.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES/NO.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES/NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have suggested the pollinator organisation to all our companies we work with.

We encourage the introduction of pollinators in new areas targeting biodiversity – for example Virginia Rugby Club planting program.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES. We have mapped areas left open for biodiversity.





**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES/NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.


**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** Not yet, but we are developing this.

<p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>We are targeting the establishment of biodiversity monitoring and enhancement activities across numerous reforestation sites, including ponds, bees and other species.</p>		
170	<p><b>GreentechHQ Innovation Hub</b></p> 	<p><b>Signed up July 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
171	<p><b>Grene Sportsgrounds Ltd.</b></p> 	<p><b>Signed up June 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
172	<p><b>Grid Finance Impact Ltd.</b></p> 	<p><b>Signed up March 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
173	<p><b>Griffin Landscaping Ltd.</b></p> 	<p>Signed up January 2022</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>C</b> - In January we planted an apple tree orchard on the grounds of a company that we maintain.</li> <li>• <b>B</b> - For the same company we have left 50% of all grass areas grow to a short meadow area and 25% of all grass areas left to grow into a long meadow area</li> <li>• <b>E</b> - On all of our sites we have reduced the amount of herbicide we use where possible.</li> <li>• <b>C</b> - We are in the process of removing a non-native hedgerow for a customer and will replace it with a native hedgerow.</li> </ul>



	<ul style="list-style-type: none"> <li>• <b>D</b> - We have installed a number of bug hotels, bird boxes, and log piles on the grounds of many of our customers.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We continue to talk regularly to our customers about what they can implement to improve their biodiversity contribution. Most companies/ Hotels etc. are very willing to engage with the Pollinator Plan.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> We plan to continue talking to our customers about the positive effects That biodiversity is having for all of us.</p>
<p><b>174</b></p> <p><b>Gunn Lennon Fabrications Ltd.</b></p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> – Griselinia hedges planted outside the office, it attracts pollinators.</li> <li>• <b>B</b> – Grass mowing has been significantly reduced during spring/summer/autumn 2023.</li> <li>• <b>B</b> – One plot of grass, approx. 30-40m2, allowed to grow wild with no mowing throughout the year. Some bee friendly bulbs and seeds had been planted but it was mainly natural.</li> <li>• <b>C</b> – Two planters were cleared in spring and new perennial bee-friendly plants were planted</li> <li>• <b>E</b> – Reduced use of pesticides. Pesticides were only used on pavements.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> As per Item 1a B above, we let one of our small green areas grow wild past summer.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A</b> – we never had hives.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

AIPP Newsletters were shared to all staff on a regular basis. In the emails sharing the newsletter staff were encouraged to reduce mowing grass in their own gardens, especially when dandelions were in bloom.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Hanley Energy Ltd.**



Signed up May 2021

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - As part of our One Tree Planted commitment to plant 250,000 trees by end of 2025, in 2023 we began to plant trees across Ireland. For every delivery we make, we plant a tree in that local area. Up to the start of 2023, all trees were planted outside of Ireland, however we are proud to planting trees across Ireland and will continue to do so.
- We expanded our 'Biodiversity Buddy' project in 2023, where we supply Irish native wildflower seed packs to all students in a chosen school in the areas we have facilities and operate in. The seed packs include wildflower seed, high vis vests, certificates and stickers for all students. In 2023, we selected two primary schools in Monaghan, where we recently opened a new facility. We also created an activity sheet this year, for the students to fill in at home or in the classroom to help educate them on the importance of biodiversity and doing our bit for our local communities.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We confirmed all wildflower seed was sourced locally and of Irish origin.



**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.**


**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

As part of our Biodiversity Buddy project, we created and designed our own biodiversity activity sheet for primary school children as an educational activity for all ages. This wasn't only for the students in the school selected for the project, but promoted internally and externally as a free resource for anyone who would like to download and avail of it. Lots of our own internal staff completed the activity sheet with their children and the resource was shared on our social media and website.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>The AIPP is a core pillar of our sustainability strategy as demonstrated on our Sustainability webpage on our website – <a href="http://www.hanleyenergy.com/sustainability">www.hanleyenergy.com/sustainability</a>. AIPP is regularly included in our business newsletter and we encourage all employees to get involved either at work or at home.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>Plan to expand our Biodiversity Buddy project even more in 2024 to focus on Dundalk and surrounding areas in Co. Louth.</li> <li>Continue to plant trees across Ireland as part of our One Tree Planted commitment.</li> <li>Run an internal competition throughout the summer months in 2024 to encourage our own staff in our North East office locations to take on an action.</li> </ul>
176	<p><b>Harmac Medical Products</b></p> 	<p>Signed up July 2023 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
177	<p><b>Hawthorn Nurseries &amp; Landscaping Ltd</b></p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> - In all of our landscaping &amp; Grounds Maintenance projects we encourage our customers to reduce mowing areas for the season and mowing certain areas only once per year.</li> <li>In all of our landscaping design and installation work we incorporate native species and encourage customers to reduce lawn size. (e.g., at MTU Tralee, we are reducing areas to mow).</li> <li><b>A</b> – We have retained bramble and ivy on our farmland.</li> <li><b>A &amp; C</b> - managing our hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this.</li> <li><b>B</b> – We have encouraged our customers to create naturally regenerated long wildflower meadows through <b>reduced mowing</b> (once a year).</li> <li><b>C</b> - We incorporate a range of AIPP recommended (pollinator friendly) bulbs/shrubs in planters/pots and hanging baskets (including perennials such as Bidens &amp; Bacopas) on all of our jobs.</li> <li><b>D</b> - We have created to east facing earth banks (for solitary mining bees) across our landscaping site in Mungret, Limerick, allowed the bramble and ivy to</li> </ul>

		<p>remain. We have installed a bee hotel at the Munggret site, and at Lufthansa in Shannon, Co. Clare. We have planted pollinator friendly plants as part of the Spanish Point. Co. Clare Tidy Towns.</p> <ul style="list-style-type: none"> <li>• E – All of our employees are trained to measure and apply pesticides at the correct and minimal rates. We are reducing the frequency of application, as well.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We only use native seed mixes supplied by Sandro Cafollo at Design By Nature.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> In our facility we have reduced our hives from 8 to 2 and do not intend to increase this number.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We are:</p> <p>(a) We are incorporating this into all new design and installation works and encouraging homeowners and business owners to be proactive in this.</p> <p>(b) sponsoring the planting of bulbs/shrubs on the land of local Tidy Towns groups. This is a change from 2022 when we sponsored wildflower seed – but we now understand that sowing wildflower seed mixes are not an evidence-based action.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>We have installed an owl box on our land.</p> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b> We weren't aware of Biodiversity Maps but have now used it to 'Locate' our site and adjacent species.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b> But we will integrate for 2024.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We are going to sign up to the national hub - Business for Biodiversity Ireland <a href="http://www.businessforbiodiversity.ie">www.businessforbiodiversity.ie</a></li> <li>• We are going to put in bat boxes, bird boxes and start reporting our moth surveys.</li> <li>• We have applied for a grant for an ecologist and hydrologist to do a survey of our bogland.</li> </ul>
178	<p><b>Heineken Ireland</b></p> 	<p>Signed up October 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - HEINEKEN Ireland operate from an urban site in the heart of Cork City, with very limited areas for planting. To overcome this we transformed a space that</li> </ul>

was filled with grey gravel into a beautiful Orchard Garden in 2019, from this we have been able to develop and expand our Bio-Diversity programme.

- **What good biodiversity is your business currently preserving/protecting on your site?** Managing all available areas for pollinator planting and adding new spaces where possible in a refined urban area.
- **B – We have reduced mowing from 4 to 8 weeks to allow clover and flowers to thrive in key seasons.**
- **C - We reused trees from our Electric Picnic\* site to plant at the Leitrim St Brewery** 6 silver birch trees were planted in a new space. We have extended planting areas with over 1500 bulbs planted.
- **D – Have you designated nesting habitats?** Hedgerow in two areas 1. *Griselinia littoralis* 2. *Prunus lusitanica* [portugal laurel] added to on-site garden. Fitted Bee and Butterfly boxes in 2022.
- **E - Pesticide elimination/reduction? Are you choosing eco-alternatives? Are you continuing to spot spray invasive species? *Pesticides are not used on site.***
- **\*The Heineken 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.**

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have used native Irish flowers sourced from Tully's Nursery.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We have considered adding hives to the Bio-Diversity garden but not yet actioned, we are seeking advice from an expert bee-keeper to add and manage this process. Action for 2024.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The on-site Bio-Diversity Garden was communicated through our Workplace Social Media channels to all employees. Seating has been added to encourage employees to visit the garden and experience the diversity at play.
- In August employees from HEINEKEN office took part in a day for planting with 84 new plants added including heather and lavender. 2 apple trees were also replaced. Across site we have 1500 bulbs planted for spring 2024.
- The site at Electric Picnic, whilst not Bio-Diversity specific, did promote the use of green natural materials in an otherwise steel construction.
- We have begun a Regenerative Agriculture programme with 15 farmers from our supply chain, soil health and bio-diversity measure will be added.
- We sit on the Operating Group of the Farmland Pollinator Programme run by the National Bio-Diversity Centre. This project will close in late 2023 and learnings will be shared.


#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES.** 2 butterfly and 1 moth identified unusual to see in Ireland at the time of the year.
- **Did your business participate in the Bumblebee Monitoring Scheme? YES.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

		<p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b> Bio-Diversity has been identified as an area to strengthen within our global sustainability programme, with a new head of Bio-Diversity to be appointed.</p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? NO.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• 3-4 years left on the Ladyswell treatment of Japanese Knotweed.</li> <li>• Bee Hives for orchard garden.</li> <li>• Additional trees for carpark and hanging baskets for outdoor seating area.</li> <li>• Further develop the Regenerative Agriculture Farming programme.</li> </ul>
179	<b>Holbein Carpentry and Joinery</b>  	<p>Signed up June 2020</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>A &amp; B</b> - We continued to maintain the site for nature, which we established in 2021, maintaining the trees, orchard, flowerbeds and long grass meadows.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We chose an alternative action.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We do have a honeybee hive onsite, a local beekeeper looks after the hive.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>In 2023 we designed and erected a new sign on biodiversity, with general information on biodiversity as well as an explanation of the various habitats on the site. Visitors to the site love to learn about the habitats onsite.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b> Site is located. Have not done species recording on this site.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>
180	<b>Horticultural Therapy Ireland</b>	<p>Signed up August 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>



- **A** - In 2023 hedges were not cut back at all allowing them to flower and provide food for pollinators.
- **B** – Mowing was not carried out in May or June, and, was reduced in July and August. Some areas of grass were not mowed at all allowing dandelions and clover to flower.
- **C** - Willow, elder and rowan trees were planted. Three distinct areas were designated for pollinator planting and these included echium vulgare, lavatera, calendula, sunflowers, nemesia marigolds, nasturtium, antirrhinum, diascia, sweet William, dahlias, cosmos (more than 60), bidens. Lavender beds were created together with rosemary beds, Erysimum, echinops, nepeta, knautia macedonica, lambs ear, gaura, agapanthus and verbenas bonariensis.
- **A** - An area at the bottom of the garden was left undisturbed and large amounts of branches were overlaid to provide shelter for hedgehogs,
- **D** – small, drilled pieces of wood for solitary bees were placed around the garden beside the pollinator beds and nesting sites for birds were protected. A bee hotel was built and secured and
- **E** - NO pesticides or chemicals were used on the site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** No wildflower seed mixes were used. Only seeds collected from last years flowers which were on site were used.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** There are no honeybee hives on site. Instead, pieces of wood were drilled to attract and accommodate solitary bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Businesses which we worked with directly were notified of the All Ireland Pollinator Plan and encouraged to sign up and participate.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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Hotel 7



Signed up August 2022

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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



- **E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary. We are working with ECO lab to reduce all pesticides used.
- Once we renovate our final rooms in 2024 we will be designating space on our roof to create a naturally regenerated long wildflower meadow.
- **C** - We have also planted a range of AIPP recommended (pollinator friendly bulbs/shrubs in planters/pots and hanging baskets (including perennials such as Bidens & Bacopas)
- **D & A** - We have also designated a bee box in our Bee Garden (for solitary mining bees) across the site, allowed the bramble and ivy to remain adjacent to the stone wall (for solitary bees). installed a bee hotel at HQ and we now have resident wild bees!

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We have got our staff involved and provided bee bombs and wild flower seeds for staff to grow in their own gardens.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **NO.** We are in talks with DCC to see if we can limit the mowing around the surrounding area.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We are communicating with our local bee association to come out and help with support on how we can increase this. We will have ample opportunity to improve this once our renovations are completed.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** **NO.** We have our bee map now and some staff are now becoming involved, we are at the early stages of this.
- **Did your business participate in the Bumblebee Monitoring Scheme?** **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We have located our area on the Biodiversity Maps and have now used it to 'Locate' our site and adjacent species.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** **YES.** We are restructuring this now and will integrate it for 2024 correctly.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?** **YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We are working with DCC to get more in the area done for Pollinators and include in our strategy for 2024. When we renovate our bedrooms, we will look at putting wild flowers on the roof with bee boxes. Once all this is done, we will consult with our local bee association to help support what we can do to improve.

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Hyphen

Signed up April 2021

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

**Hyphen**

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We are working as executive architect on data centre projects supporting the DCs for Bees initiative in Ireland. This includes working with CyrusOne on its Dublin I data centre, which involved the creation of grasslands, wildflower meadows and wetlands in the areas surrounding the data centre, to support pollinator species and sustainable future growth for wildlife.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** N/A.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** N/A.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Using our intranet platform to promote and raise awareness of the work of DCs for Bees and AIPP, as well as broader communications around sustainable building.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** TBC.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
N/A - clients manage the sites in question.

- Did your business participate in Flower Insect Timed (FIT) Counts? N/A.
- Did your business participate in the Bumblebee Monitoring Scheme? N/A.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** N/A. Sites owned by clients.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Continue to promote pollinator-biodiversity through our internal communications and to advise clients on sustainable approaches to construction projects.

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Indaver Ireland Ltd.



Signed up April 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – There is an area of approximately 5000 m<sup>2</sup> on the Meath site that is planted with trees. Indaver make sure to maintain this area as well as the hedgerows that surround the Meath and Dublin sites in order to protect the existing areas for pollinators.
- **B** – Certain areas of the Meath site, such as verges beside the building and designated patches of grass with an area of approx. 3000m<sup>2</sup>, are only mown three times per year. There are a number of berms on site, making up approximately 10,000 m<sup>2</sup>, that are only mowed once per year.
- **C** – At the Meath facility we planted a native wildflower meadow in the fields adjacent to the site. These fields are owned by Indaver but were previously leased for farming purposes. This year it was decided to restore the fields and they were reseeded with grass and native wildflowers and left unmown to create a meadow covering an area of 30 acres, or 121,000 m<sup>2</sup>.
- **D** – Two insect hotels were installed in the Transfer Station site in Dublin. This is in addition to the insect hotels and two bee hives that are already maintained at the Meath site.

- E - We have virtually eliminated pesticide use. The Meath 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.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** To encourage wild pollinators we participated in the No Mow May campaign, allowing all grassy areas of the site to grow for the month. It was considered a success as some species were spotted that had not been observed on site before, such as the Red-tailed bumble bee and a 5 spot burnet moth.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES. While Indaver maintain two honeybee hives on site, we are aware that this is not considered a biodiversity action itself, as the bees may compete for food with wild pollinators. As noted above in 1b. we took part in the 'No Mow May' campaign this year, while also encouraging staff to do the same at home.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** As our Dublin facility is in an industrial area in Dublin Port with very limited land area that can be used to carry out physical actions, we reached out to the Dublin Port Company to offer support for any biodiversity actions that they aim to carry out.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO/N.A.
- Did your business participate in the Bumblebee Monitoring Scheme? NO/N.A.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES. We weren't aware of the Biodiversity Maps website but have now used it to locate our sites in Meath and Dublin, and, will use it to help inform future AIPP actions to be taken.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. Actions for the AIPP are included in the EMS under our Objectives and Targets.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We are currently undertaking a biodiversity assessment with a qualified Ecologist in order to identify suitable objectives and targets for the next number of years.

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**Inland and Coastal  
Marina Systems  
Ltd.**





Signed up June 2021

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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A - We have identified and managed to protect existing areas that are good for pollinators.
- B - Reduced the frequency of mowing area with over 1/3 of our grassy area is mowed under a pollinator friendly regimen. Which has allowed us to see a lot of pollinators.

		<ul style="list-style-type: none"> <li>• <b>C</b> - We have planted and invested in a native wildflower meadow which has given very good results. In the next couple of weeks we are to plant a full space of shrubs and pollinator friendly trees around our outdoor area.</li> <li>• <b>D</b> - We have installed a bee hotel in our premises. And are planning to plant some hedgerows for pollinators.</li> <li>• <b>E</b> - We have reduced and eliminated the use of pesticides.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> We are to plant pollinator friendly shrubs and hedgerows before the end of the year.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b></p> <p><b>2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>F</b> - We have raised awareness and communicated digitally to our employees the official documents from AIPP.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> In the next couple of weeks we are to plant a full space of shrubs and pollinator friendly trees around our outdoor area. We are to fully eliminate the use of pesticides.</p>
185	<b>Integrated Materials Solutions</b>  	<b>Signed up June 2023 – NEW business supporter</b> Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b>
186	<b>Intel Ireland Ltd.</b>  	Signed up 2016 Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• <b>A</b> - To the north of our site, our annual wildflower meadow maintenance involved a thorough survey, including the documentation of flower and insect species in the National Biodiversity Centre database.</li> <li>• <b>B</b> - We continue to mow our biodiversity meadow areas annually.</li> </ul>

- **C** - We continue to maintain our pollinator friendly areas on site and actively trying to identify new spots to introduce pollinator friendly planting.
- **D** - We continue to maintain several hedgerows on site to provide nesting habitats.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Reduced mowing, biodiversity meadow is cut on annual basis.



**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We proudly sponsor community-focused projects. Intel hosted the Pride of Place 2023 competition within our local community, supporting a number of projects with a biodiversity focus. For 2023 the competition it supported different school projects that included biodiversity planting each group receiving up to €5,000 for a project.
- We funded the annual survey of the Rye River in 2023, reinforcing our longstanding support for this crucial activity.
- Additionally, in collaboration with the National Parks and Wildlife Service, we initiated a significant project in 2021 to restore a 60-hectare blanket bog in the Wicklow Mountains. As this project progresses, we will gather high-level data on these restoration efforts by the end of 2023.
- We recently installed a biodiversity map at our campus. This is available for employees to follow a trail around the campus and stop at different biodiversity locations. The organization recently introduced a new biodiversity map at the entrance of our site, aiming to enhance employees' knowledge about the biodiversity areas on site. This initiative was part of our ongoing commitment to environmental awareness.
- For several weeks, we established an Onsite Biodiversity Awareness Stand, a dedicated space designed to raise employees' awareness of the diverse plant and animal species present on our premises. This effort was well-received by our team and contributed to a better understanding of the ecological richness of our site.
- Business in the Community Ireland completed an Ecologist & Biodiversity Workshop for Intel Ireland, promoting sustainability and environmental responsibility. This workshop facilitated learning and engagement among Intel Ireland's stakeholders, fostering a shared commitment to ecological preservation and responsible business practices.
- We also established a biodiversity walking group during the summer months, where employees had the chance to discover and learn about the site's biodiversity.
- We stay connected with our employees through regular communications, including emails sent via our biodiversity network. These communications not only highlight our biodiversity projects but also provide valuable suggestions on how employees can get involved in conserving our natural environment and take proactive actions in their own gardens.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? We are dedicated to the continuation of our biodiversity strategy. Furthermore, we plan to continue our communication efforts to keep all stakeholders informed and engaged. In the immediate future, we plan to undertake various surveys, including bird/bats surveys conducted on-site, and we are actively seeking out new areas for the cultivation of plant species that contribute to biodiversity. This aligns with our overarching goal of fostering a more ecologically diverse environment, in accordance with our corporate responsibility initiatives.</p>
187	<p><b>Ireland Beeswax Wraps</b></p>  <p>Ireland Beeswax Wraps</p>	<p>Signed up September 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' - data mapping portal. <b>TBC (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p>Ireland Beeswax Wraps is delighted to support the All-Ireland Pollinator Plan and will continue to do so in 2024.</p>
188	<p><b>IRES REIT Plc / IRES Fund Management Ltd.</b></p> 	<p>Signed up June 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' - data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li><b>A</b> - Our native hedgerows are managed by our landscapers who are now aligned with AIPP. We are working on an exercise to ascertain the m2 of our prior existing areas not yet mapped.</li> <li><b>B</b> - No Mow May was in place at 10 of our buildings covering large grassy areas with signage for awareness and resident communications via our resident portal app.</li> <li><b>C</b> - We raised awareness again with our "grow your own sunflower" competition across 16 residential buildings across our North Dublin portfolio with many children engaged and planted the sunflowers on their individual balconies using recycled/recyclable cardboard flower pots.</li> <li><b>C</b> - We had a 'residents planting day' planting pollinators at our Rockbrook development in Sandyford in which many of our residents participated.</li> <li><b>C</b> - We added 2,233m2 pollination to our portfolio this year at various residential buildings.</li> <li><b>C</b> - As we are low on space at one of our residential buildings for planting, we planted climbing pollinators which will grow up a large walled area at an outdoor carpark.</li> <li><b>D</b> - We support one of our partners' Green initiatives which includes a large pocket forest (a GAA Club Sandyford).</li> </ul>

- **D** - We had a local community group build a bug hotel at one of our residential buildings in Clondalkin. We installed it when we had an onsite residents' day to officially open a playground on the same day in order to promote it and engage our residents in the pollination discussions.
- Three of our properties have green roofs, Pipers Court has three "sedum" green roofs, Tara View has 1,225m<sup>2</sup> of grass area on its roofs and The School Yard has a warm insulated built-up bituminous green roof. This addition of foliage on roof tops offers previously unused surfaces a functional value, a design value and a biodiversity value.
- We donated a garden centre voucher to Tallaght Tidy Towns for further pollination planting in the local area.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** **YES.** Our landscaping contractors only use AIPP approved pollinators only. No wildflower seeds were sown this year.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** I-RES don't manage bee-hives. We are aware of the pressure honeybees put on wild bees and we note this in conversations regularly.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **F** - AIPP Webinar carried out by AIPP's Sarah Kelly to our residents. This was run in partnership with our block Management partners Aramark to capture their owner occupiers from the same buildings. We unfortunately didn't see substantial engagement but of those who attended they were thoroughly engaged.
- **F** - One of our external organisation Ambassadorship programmes saw us hold info sessions on our biodiversity efforts to a group of young aspiring leaders of Ireland with an interest in sustainability.
- **F** - To promote World Bee Day, we raised awareness amongst tenants by running a Childrens 'Design a pollinator sign' Competition across our residential portfolio with 9 Winning submissions. The winning signs were recreated in weatherproof material and placed in the pollinator gardens across our residential portfolio alongside our AIPP sigs.
- **F** - Employees are engaged via the regular AIPP newsletters, any partnership newsletter where biodiversity is being supported via our company intranet and invited to volunteer / take part in the above noted initiatives where possible.
- We have a dedicated Green Ambassador Committee who manage the AIPP support programme along with other sustainability related initiatives. As part of this programme, we regularly communicate our efforts internally via our company intranet.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** **YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** **NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** **NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme?** **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** **YES.**

**\*BIODIVERSITY GOVERNANCE**



**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?**

**YES.**-You will see from our Annual ESG report that AIPP is integrated into our strategy.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target**

**NO.** We don't have biodiversity targets set at this time but are exploring biodiversity action plan options for the future.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will run No Mow May again and increase pollination support where possible.
- We will look at how else we might involve our residents by way of tracking and monitoring via competitions and other engagement.
- engage other Tidy Town groups and community groups.
- We will assess all of our residential buildings and track all pre existing flowers/hedgerows to ensure all are pollinator friendly and maintained.
- Continue to work with our external stakeholders to promote and improve pollination across our portfolio and wider communities where possible.

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**Irish Cement Ltd.**  
(Limerick Works)



Signed up August 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**C** - A native Irish wildflower area was grown this year with the help of our landscapers. The wildflowers were put in a location where there was a lot of grass so as to help any pollinators in this area. The wildflowers are adjacent to our entrance road so we have included an AIPP sign in this area to further promote pollinators and spread the message.

**B** - We have also reduced mowing in certain areas of the plant but hope to improve this further next year

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

A toolbox talk was held with all staff members during Biodiversity Week to communicate the biodiversity we have on site and what we are doing to protect and promote it.

**\*BIODIVERSITY MEASUREMENT & MONITORING**



**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

		<p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>• Add an additional wildflower meadow.</li> <li>• We aim to plant a native hedgerow planted/managed for pollinators.</li> <li>• Reduce mowing in certain areas of the plant.</li> </ul>
190	<p><b>Irish Dog Foods</b></p> 	<p><b>Signed up October 2023 - NEW Business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
191	<p><b>Irish National Stud &amp; Gardens</b></p> 	<p>Signed up May 2018</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• C - Planting of ½ acre of native woodland.</li> <li>• B - Removal of docks and thistles from wildflower meadows.</li> <li>• B - Reduce mowing across our sites.</li> <li>• C - Planting of 30 m2 of pollinator friendly perennial beds.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We have erected pollinator friendly area signs in locations where wildflowers are growing.</li> <li>• We have promoted biodiversity through social media and website promotions.</li> <li>• Workshops and speakers have visited the stud to promote biodiversity to visiting tourists.</li> <li>• We have made books available in our new shop to those wanting to learn more about beekeeping and biodiversity.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>YES/NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p>

		<p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>• Reduce use of pesticides in paddocks.</li> <li>• Planting of mixed species swards in paddocks.</li> <li>• Replanting of native trees across site.</li> <li>• Continued reduced mowing across the site.</li> </ul>
192	<p><b>Irish Register of Herbalists &amp; St. Anne's Physic Garden</b></p> 	<p>Signed up September 2018</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Our St. Anne's Physic Garden is now fully organic certified. We increased our native medicinal plant count. We reduced the number of cuttings of the grass margins and held off cutting back all our perennial plants to allow the pollinators continue to forage for the rest of the year.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> YES. We increased the number of native species into our beds and hedgerow.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> NO. As there are no honeybee hives in our garden it is mainly inhabited by bumble bees.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Our Facebook and Instagram pages issue weekly updates with photographs of the pollinators in the garden that week. All our Herbalists and volunteers work to educate the general public on this programme.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> YES.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> NO. But we will integrate in 2024.</p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> NO.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> We plan to sign up for the National Hub.</p>
<p><b>**</b></p> <p>Joined after AIPP 2023 deadline</p>	<p><b>Irish Trees</b></p> 	<p>Signed up November 2023 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>



Signed up September 2022

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

#### UPDATE 2023

##### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **C** - We planted a further 300 trees with allotment holders, volunteers and ReWild Wicklow.
- Four tree guilds were designed and established to provide an opportunity for people to learn about this sustainable way of fruit and vegetables growing and mainly to provide a source of food and shelter for pollinators.
- **B** - We continue to practice No Mow May and even leave it June to increase the flowering period in the meadow.
- A number of small water features were arranged throughout the business to provide water sources for pollinators during the very hot June this year.
- **D** - A 6-metre portion of stone wall was restored in order to provide shelter and habitat for nesting pollinators.
- **D** - Earth banks and log piles have been either created or left in situ in order to preserve habitat for pollinators.
- **E** - Our allotments continue to be a No Pesticide Use site and people are encouraged to adopt methods of gardening for biodiversity.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** No-we do not use wildflower seed but have collected clover, vetch and trefoil seed by hand and scattered them in parts of the meadow that contain dense grass.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We had 3 bee hives on site last year but have now only one.

##### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We held a number of weekend talks and demonstrations during March/April on tree guild planting which was attended by 8/10 people from the locality and also members of a community biodiversity group.
- A gardening for biodiversity expert Patrick Hunt was invited to the allotments to talk about best practice when growing fruit and vegetables successfully without pesticide use and only using organic means.
- We signed up for membership of *Business for Biodiversity Ireland*.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.** Yes in 2022.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO. To date most of our actions have been very practical and focused on preserving, enhancing and planting habitat for pollinators but plan to download the FIT count app and do the Bumblebee online course in order to do more monitoring of species in 2024.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO.  
Again our priority has been on practical approaches but will focus more on administration in the coming year.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

To continue and maintain our existing actions around preserving habitat, enhancing the meadow using yellow rattle seed to hopefully reduce dense grass growth and take part in the monitoring schemes.

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**Jacobus Coaches Ltd.**



Signed up May 2022

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **N/A (microenterprise).**

**UPDATE 2023**

Jacobus Coaches is delighted to support the All-Ireland Pollinator Plan and will continue to do so through 2024.

195

**JLL Ireland**



Signed up June 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

One third of all grassy areas mown under a pollinator friendly regime-5 cut and lifts/year and Area managed as long-flowering meadow-1 grass cut & lift/year in Westpark, Shannon

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** Pollinator signage printed or sponsored on site.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.





**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES/NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.





**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO.

196	<b>John Paul Construction</b>  	<b>Signed up October 2023 – NEW business supporter</b> Mapped site(s) on Actions for Pollinators – data mapping portal. <b>N/A.</b>
198	<b>Jubilee Co-op</b>  	<b>Signed up March 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
199a	<b>Kennedy Wilson residential</b>  <b>SITE: Clancy Quay</b>    <b>Managed by:</b> 	Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• This year we: Replanted our community herb garden.</li> <li>• Further developed our wildflower meadow.</li> <li>• Supplemental pollinator friendly planting in the vicinity of the bee hotel.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b>  <b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have shared details of the success of our bee hotel with Residents on our Residents app. SAP, our landscape business partner are so delighted with our success, which they attribute to pollinator friendly planting adjacent to the bee hotel, that they are highlighting Clancy Quay as a success story on their website. See details at this link: <a href="#">Clancy Quay - SAP Landscapes</a> .  <b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b> <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</li> </ul> <b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b>  <b>*BIODIVERSITY GOVERNANCE</b> <b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b> <b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> For 2024 we propose to: Reseed the wild flower meadow Plant another lawn with twice flowering crocuses Raise the bee hotel (to allow better access for bees).

199b	<b>Kennedy Wilson residential</b>	<p>Signed up August 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• C - Additional Planting throughout the entire development</li> <li>• E - Elimination of landscaping chemicals</li> <li>• B - Reduced Mowing</li> <li>• A - Wild Garden</li> <li>• C - Herb Garden</li> <li>• A - Mature Tree Audit and associated pruning</li> <li>• Meadow Planting.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Continued Communication with residents on the herb garden and wildflower meadow and encouragement of residents to use the herbs.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p>
200	<b>Keppel Data Centres</b>	<p>Signed up March 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Keppel planted 25 orchards with Abbeyleigh Tidy Towns in February of this year.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> Keppel has a natural wildflower meadow at the rear of the building which started in January 2023.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Planting of orchards.</p>



<p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.</p>		
201	<p><b>Kia Ora Mini Farm Ltd.</b></p> 	<p>Signed up July 2018</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p>Kia Ora Mini Farm continues to support the All-Ireland Pollinator Plan and will do so in 2024.</p>
202	<p><b>Kildare Innovation Campus</b></p>  <p>(managed by Cushman Wakefield)</p>	<p><b>Signed up March 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
203	<p><b>Kilsaran International</b></p> 	<p>Signed up March 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <p>Kilsaran continues to support the AIPP and will do so throughout 2024. We are in a transition phase with the ongoing construction of the showroom/garden and will re-engage more fully with the AIPP moving forwards.</p>
204	<p><b>King &amp; Moffatt Building Services</b></p> 	<p><b>Signed up October 2023 – NEW Business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
205	<p><b>Kirby Group Engineering</b></p>	<p>Signed up August 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p>



**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have participated in Orchards in the Community initiative with Host in Ireland.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We did not participate in this.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We did not participate in this.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We held an online talk, inviting all employees, where we discussed how we can assist pollination in Ireland. All resources from the talk were circulated to our employee base of 1,400 people.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** We will participate in the Host in Ireland Orchards in the Community program again and track the results from our previous two programs.

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**Kleeman Tours**



Signed up September 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- All staff got some budget to plant pollinator-friendly plants (we have no office).
- All staff got information regarding pollinator-friendly planting.
- To mark World Bee Day staff were asked to participate in 'FIT' Counts.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We asked staff not to sow them and sent out info material as what to buy/plant.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES/NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

See above.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? TBC.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. Circa 10.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**  
But we will add it to our policy this winter.

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**KMK Metals  
Recycling Ltd.**



Signed up April 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - KMK planted spring bulbs and pollinator friendly plants in various locations around the main part of the biodiversity site this year to include bluebells, snowdrops, and honeysuckle.
- KMK commissioned a local company to make a permanent metal sign in the main biodiversity area on site which displays our biodiversity map showing all developing areas of the site., we also reused metal stands owned by KMK to display signage for flora and fauna found in the main area of the site.
- In our main area (Area A), we also added to our existing number of bird feeders, and nesting boxes. A new addition of a bird bath to this area was also carried out this year.
- The edging of the pathway was continued this year using thinning's from existing trees on site, enhancing this natural guide to the existing pathway while acting as a bug hotel for insects to thrive in.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

KMK removed a significant amount of bramble this year from the biodiversity site, which was preventing light reaching the woodland floor, felling of certain trees also allowed more light to penetrate the area creating an environment for native flora to grow.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In 2023 KMK carried out a number of evidence – based Communication (F) pollinator-biodiversity actions to include:

- Option 17.4 – KMK donated €1000 to Kilbeggan Tidy Towns Committee to sponsor pollinator friendly planting in their community biodiversity site.
- Option 17.7 - KMK also purchased wildflower seeds which were 100% Irish and donated a few packs to the Kilbeggan Tidy Towns Committee.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Develop the bird sanctuary area of the site this year.
- Fell some of the trees in that area to allow light to penetrate the area and encourage growth of native flora.
- Hang more bird boxes and feeders, put up another bird bath.
- Plant some spring bulbs in that area.
- Develop a new pathway to exit "Area A" of the main biodiversity site.
- Creation of a pond area on site.

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KPMG Ireland



Signed up February 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B - Reduced mowing.
- C - Creation of native planting area next to office.
- D – Large Bug hotel. Deciding against any beehive installation in areas where there is over population.
- E - Reduced use of pesticides.
- C - Implementing a small pollinator friendly greenspace

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based [COMMUNICATION \(F\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Signage.
- Company brand style bug hotel.
- Surveying our key suppliers to understand what, if any, biodiversity policies are in place.
- Significant amount of beach cleans across Ireland, volunteered staff.
- Internal Biodiversity Working Group.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts?
  - Did your business participate in the Bumblebee Monitoring Scheme?
5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Further analysis of our biodiversity impact across our regions in Ireland.
- Inviting expert guest speakers to present to staff.
- Further beach and habitat cleans.
- Development of more pollinator friendly zones.
- Challenging the company to go further.
- Support business for biodiversity where required as a founding member.

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Landtech Soils Ltd.



LANDTECH SOILS

Signed up February 2022

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have designated a riparian strip, for natural regeneration – approx, 10m wide alongside of the Nenagh River – which flows alongside of our Premises. Continuing the actions initiated in 2022.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. We have prepared and sown, on our own land, alongside our entrance road, approximately 1,000m<sup>2</sup> - sown with a native wildflower seed mix.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES – we have planted 2 x pollinator friendly – wildflower areas.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? We're progressing / continuing with our Sustainability / Biodiversity strategy – with a view to seeing what on-site improvements we can achieve over a few years!

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES/NO.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.



Signed up October 2021

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

#### UPDATE 2023

##### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - We maintained our existing pollinator friendly areas.
- **B** - We did not mow our long flowering meadows and pollinator friendly areas between March and September. We removed the cuttings when cut in early September. We maintained paths and borders every 2<sup>nd</sup> week during summer.
- **C** - We have maintained and planted new pollinator friendly containers within our farm in areas that can't have meadows, such as outside our cafe and factory, along walkways, hanging baskets, tubas and small flower beds. We have staff specifically employed to maintain all these areas weekly.
- **D** - We have maintained our shrubbery to ensure there are habitats available to our pollinators and added insect habitats throughout the farm this year. We already have a substantial Insect Hotel thriving with our forest area. We have maintained and developed our native woodland with pollinator friendly shrub, common dog rose and hazel, mountain ash, hawthorn. In our forestry area, we clear felled non-native trees to thin out the forest and provide sunlight to the forest floor. This has allowed Heather, gorse and bilberry, native to upland areas to regenerate.
- **E** - We continue to only use pesticides minimally, only when necessary and use the Pollinator Friendly Pesticide Code. We have an Environmental scientist onsite who is responsible for any minimum pesticides that may have to be employed.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We did not sow any wildflower seed packets within the farm, we left the native areas do their own thing.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We do not have and honeybee hives onsite. We have managed our existing shrubbery to maintain habitats for our pollinators.

##### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We plan to ramp up our communication plans this year.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](http://Maps - Biodiversity Maps (biodiversityireland.ie))? YES/NO.**

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.** We do not have a specific Sustainability strategy yet.

##### 7. What are your proposed pollinator-biodiversity action(s) for 2024?

- We have a number of plans to increase our pollinator biodiversity actions for 2024.
- We have a new playground area that will be developed to include wildflower areas with native planting also. We are also allocating a new pollinator friendly area that we will start work on this year.

- We will increase our habitats for pollinators by including bee banks and putting holes in trees.
- We will monitor our current wildflower areas and start cultivating species we have not seen appearing yet. We will continue to include new areas for planting native bulbs.
- We plan to increase our communication with local schools and our staff to encourage engagement with pollinator friendly initiatives.
- We will start recording our progress this year.

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LEDspan



**Signed up July 2023 – NEW business supporter**

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

**UPDATE 2023**

**Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have carried out an Ecological survey of the site to identify the various species of plants and animals present.
- **D** - We created new habitat areas at our site which includes insect hotels along with old tree stumps and old stone which we collected into piles.
- **C** - We planted Spring bulbs to provide food for our pollinators. The majority of bulbs were crocus.
- **E** - We have eliminated pesticide spraying at the site, except where absolutely necessary.
- **A** - We are retaining the native hedgerows and will not be cutting these unless completely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have actively engaged employees through our intranet system and using social media. Sustainability posts are issued here on a bi-weekly basis. We have carried posts ranging from the carder bee to top tips for pollinators, and also informed employees during our recent Sustainability talk on how they can become involved in our new Biodiversity Group, members of which helped in the actions outlined herein.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** Our site and factory is contained within a number of the grid squares when set to 100m and we compiled a spreadsheet of flora and fauna to compare to the pending results of the Ecological Survey carried out by Veon.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**



### 7. What are your proposed pollinator-biodiversity action(s) for 2024

We are going to look at the mowing frequencies and possibly mapping out the majority of the area for long flowering meadow with some short grass walking tracks. We are also looking to utilise our ecological report to involve local schools in our biodiversity projects.

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#### Lough Mardal Lodge



Signed up October 2021

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

#### UPDATE 2023

##### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A** - Protected areas that are already providing food and shelter for pollinators.
- **E** – Certified Organic so no pesticides of any type are ever used.
- **B** - Mowed less than 1/3 of all grassy areas under a pollinator friendly regimen.
- **C** – Created a pollinator friendly flower bed.
- **A** - Maintained hedgerows for pollinators.
- **B** – Had a long-flowering meadow.
- Managing invasive species – reporting sightings of Japanese knotweed in the area to the local council (has been treated and now dying back thankfully). Ongoing battle with on-site Rhododendron across 4-500sqm (that doesn't involve toxic chemicals, e.g. Glyphosate) – the Rhododendron is currently winning, any advice welcome!

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** But have shared on social media platforms/website the concerns with seed mixes containing non-native species.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.**

##### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Took photos and designed a photo ID chart of all the native wildflowers growing here which is now framed and displayed in the common area of the Lodge for guests.
- Frequently share nature photos/reels on social media and on Nature Diary of our website promoting 'Don't Mow Let it Grow'/'#loveourpollinators.
- In our 'Eco Travel Tips' sent to guests we encourage our guests to go for walks and look out for certain wildlife, including pollinators.
- Took part in our local (Ballyshannon) St Patrick's Day parade with theme 'Bee Kind' promoting bees and protecting the wildflowers along the lines of Don't Mow Let it Grow.
- Regularly requesting more eco-alternatives from veg garden suppliers, e.g. sourcing hessian instead of plastic, organic instead of non-organic, etc.





#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.** Casual recording for our own records.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps**

		<p><a href="https://biodiversityireland.ie">biodiversityireland.ie</a>)? <b>YES</b>. But was unsure exactly what to do here.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> <b>YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>Continuing/maintaining the above efforts similar to 2023.</li> <li>Have just signed up to Business for Biodiversity and look forward to following this programme.</li> </ul>
213a	<b>Maldron Hotel Derry</b> 	<p><b>Signed up April 2023 – NEW business supporter</b></p> <p>Mapped site on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
213b	<b>Maldron Hotel Limerick</b> 	<p><b>Signed up August 2023 – NEW business supporter</b></p> <p>Mapped site on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
213c	<b>Maldron Hotel Merrion Road</b> 	<p><b>Signed up March 2023 – NEW business supporter</b></p> <p>Mapped site on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p>
213d	<b>Maldron Hotel Pearse Street</b>  <b>Dalata Hotels Plc</b>	<p>Signed up January 2021</p> <p>Mapped site on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>C - We planted a pollinator friendly herb garden.</li> <li>C - We had Pollinator friendly hanging baskets.</li> <li>E - We do not used pesticides for dealing with weeds.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We sponsored native wildlife in the Bog of Allen instead through the Irish Peatland Conservation Council.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>N/A.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We sponsored nest boxes for native birdlife. Birdwatch Ireland Dipper Nestbox.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="https://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> <b>YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li><b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li><b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>NO.</b></li> </ul>

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

213e

**Maldron Hotel  
Shandon, Cork City**



**Dalata Hotels Plc**

Signed up November 2021

Mapped site on 'Actions for Pollinators' – data mapping portal. **IN TRAIN.**

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A & C** - We are continuing to design a pollinator friendly walkway we created last year. We are planting more pollinator friendly plants in planters using recycled materials (pallets),
- **C** - Continued planting pollinator friendly plants and bulbs in hanging baskets/planters in the pollinator friendly walkway. We also continued planting pollinator friendly flowers at the front and side of the hotel, increased number of planting pots;
- **D** - We are maintaining our designated nesting habitats (stone walls).
- **E** - We do not use any pesticides on our site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Increased employee engagement (following our 2023 biodiversity-pollinators action plan). Our team participated in "Grow it" planting challenge and shared achievements on hotel chat group.
- Continue supporting local community with association with Shandon area renewal association and Shandon Tidy Towns committee. (Area clean ups, etc.).

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES**, last year.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**



**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? NO/N.A.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Expanding existing pollinators friendly area by adding small low roof garden using recycled materials (pallets).

		<ul style="list-style-type: none"> <li>Keep employee engagement in above expansion and other small projects/challenges.</li> <li>Keep communicating our pollinator actions/projects to our team by posts on our staff app Alkimii.</li> </ul>
213f	<b>Maldron Hotel Tallaght</b> 	<b>Signed up March 2023 – NEW business supporter</b> Mapped site on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
214	<b>Manifests Ireland</b> 	Signed up April 2022 Mapped site on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>  <b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li><b>A</b> – We have dedicated gardeners within our team who spend lunchtimes tending to the garden, upkeeping plants.</li> <li><b>B</b> – We have reduced mowing and only trim and prune where absolutely necessary.</li> <li><b>C</b> – In 2023 we have introduced a number of native and ornamental plants to our garden. We do this quarterly so to avoid hunger gaps for pollinators.</li> <li><b>D</b> – Not yet. So far we only have a number of south-facing bug hotels. We plan to add an earth bank in the future.</li> <li><b>E</b> – We have totally eliminated using pesticide and have not had a reason to spot use in 2023.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> We did not gift wildflowers in 2023 as we have learnt about the issues they cause. We will brainstorm alternatives for the future. <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We never had honeybee hives on site.  <b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>We have invited our staff and their family members to a BBQ for World Bee Day. We hosted this in our pollinator garden and also educated them about the different types of pollinators and how to identify them.</li> <li>We took on three work experience students from local Secondary Schools this year and made their primary task looking after the garden and monitoring pollinators they could see. We also gave them literature from the AIPP on how to educate the bees and other pollinators they saw.</li> <li>We have a signup sheet for volunteer gardeners. These staff dedicate a few lunchtimes a month to developing projects within our garden. We also take submission of ideas from staff to make the garden more pollinator friendly.</li> </ul> <b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b> <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b> <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> We would like to participate in monitoring schemes in the future. We only passively monitored this year and did not log the species we saw.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
  - Did your business participate in the Bumblebee Monitoring Scheme? NO.
5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024? In 2024 we hope to formally monitor pollinator species in our garden, along with expanding the beds to the west corner of the garden which is currently patio. We also would like to become more educated on identifying and managing invasive species.

215 Mannok Pack Ltd.  
&  
216 Mannok Build Ltd.



(formerly Quinn Building  
Products and Quinn  
Packaging)

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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - We have further extended the area that is managed under the Pollinator Plan, the newly incorporated area has quite a large area under bramble, there is also grassland rich in wildflowers and mature flowering hedgerows.
- B - We are only mowing designated areas twice per year to allow wildflowers to fully complete their lifecycle and set seed. The mown grass is removed to reduce soil fertility.
- B - The 7 acre wildflower meadow was grazed once in early spring and again in late September.
- D - An earth bank was maintained to provide nesting sites for solitary mining bees and a number of insect hotels were erected throughout our sites.
- E - We continue to strim or mulch areas that were once sprayed with weedkiller

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. We do not sow or gift wildflower seed, we allow wildflower to emerge naturally through reduced mowing.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO. We have 2 beehives on site but have undertaken many pollinator friendly actions to ensure their presence is not to the detriment of other native pollinators.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?





- Any actions undertaken under the pollinator plan are included in the company newsletter which reaches 800 members of staff and encourages staff to take pollinator friendly actions in their own gardens.
- We provided funding to a local school to buy materials which were used by the children to build bug hotels, some of which have been erected on our lands.
- We also have a supply chain questionnaire that encourages suppliers to carry out pollinator friendly actions.


**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.



4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.

		<ul style="list-style-type: none"> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>YES.</b></b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• We are planning to plant an orchard of 30 locally sourced plum, pear and apple trees which will provide an extra food supply to pollinators. We have picked varieties that have been traditionally grown in this area.</li> <li>• We will also aim to complete more actions in the “raising awareness” section of the pollinator plan actions.</li> </ul>
217	<b>Material Solutions</b> <i>(formerly Print Solutions)</i>	<p>Signed up April 2021</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <p>We are delighted to continue our support of the All-Ireland Pollinator Plan in 2024. For this year we didn't achieve what we anticipated. However, in 2024 we are proposing to engage employees in relation to ‘Pledge Your Garden’ (pots/planters) and to participate in some work with our local Tidy Towns.</p>
		
218	<b>Mattest Testing Limited</b>	<p>Signed up September 2018</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><a href="#">See Northstone Ltd. update Page 239.</a></p>
		
219	<b>McAuliffe Pig Farms</b>	<p>Signed up April 2019</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>C &amp; F</b> - Planting of native trees on our own farms and donating native trees to a community project involving Castleisland Tidy Towns &amp; local farmers.</li> <li>• <b>F</b> - Donated yellow rattle seed to Castleisland Tidy Towns for a specific biodiversity area along the Castleisland River Walk.</li> <li>• <b>F</b> - Donated foxglove seedlings, ox eye daisy seedlings and verbena bonariensis seedlings to Knocknagoshel Tidy Towns for planting around the village.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? <b>YES/NO.</b></b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>YES/ NO.</b></b></p>
	 	

		<p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>Spoke at many secondary schools across the county as well as in Limerick and Cork and promoted our work with the All Ireland Pollinator Plan.</p> <p>Gave a talk on local biodiversity to the Over 55's group.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p>No to FIT counts and bumblebee monitoring scheme but plan to in 2024.</p> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Planting a new 150m native hedgerow.</li> <li>• Continuing to work and support our local Tidy Towns groups.</li> </ul>
220	<p><b>Medite Smartply</b></p> <p><i>Smartply Europe DAC</i> (Waterford) &amp; <i>Medite Europe DAC</i> (Clonmel)</p> 	<p>Signed up November 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A - Protection of all the good biodiversity currently on your site.</li> <li>• B - Took part in 'No Mow May'.</li> <li>• E - Reduced pesticide uses on site.</li> <li>• D - Maintained our Bee Hotel.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We introduced the 'No Mow May' initiative this year. During this month all lawns were left untouched. However aside from this we will encourage and integrate more reduced mowing next year 2024. Also we plan to identify areas onsite that will not be mowed during 2024.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We currently have one bee hotel on each site. The aim is to maintain and possibly add to our current hedgerows or earth banks to create more habitats for wild bees.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We informed and engaged our employees during the time of 'No Mow May' to highlight exactly why we were doing this. It was also encouraged that employees should follow suit and abstain from mowing their own lawns to help the cause.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p>



		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="#">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES (Bees of Ireland S22).</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? Not yet but we aim to integrate it on both sites over the next year.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <p>We will aim to continue our current work on protecting our pollinators and enhancing our current methods further. For example: providing even more habitats for our pollinators. We will aim to engage more with our staff body to keep them informed of our actions regarding the protection of our pollinators.</p>
221	<p><b>Member First Credit Union</b></p> 	<p><b>Signed up September 2023 – NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <ul style="list-style-type: none"> <li>Member First Credit Union joined the All-Ireland Pollinator Plan as business supporters in September. This coincided, as it happened, with the collation of the MFCU Annual AGM report.</li> <li>We were able to devote a double page spread entitled "Encouraging Biodiversity" (Pages 26 and 27) which highlights the All-Ireland Pollinator Plan and evidence-based actions which can be taken in one's garden.</li> <li>We emailed the MFCU Annual AGM report to approx. 44,000 Members and have made it available online for another approx. 30,000 Members. We have had nothing but positive feedback for the new 'Encouraging Biodiversity' section.</li> </ul>
222	<p><b>Mercury</b></p> 	<p>Signed up April 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>We have taken AIPP evidence-based actions through sponsorship (see below).</p> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>In 2023 we supported again the DCs for Bees (via Host in Ireland <a href="http://www.orchards.ie">www.orchards.ie</a>) by donating 20 orchards (5 trees per orchard) to entities participating in this initiative.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="#">Actions for Pollinators (biodiversityireland.ie)</a>? YES/NO.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul>

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.

223

**Milltown Organic Store**



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

**UPDATE 2023**

1a. Which evidence-based **PHYSICAL (A-E)** pollinator-biodiversity action(s) has your business/organisation taken in 2023?

- **A** -We have retained Bramble, Ivy and Wild roses as a food source.
- **B** - We reduced mowing the grass for long flowering meadow areas, only mowing once a year with a scythe.
- **B** - We created an area with Persian Clover around the shop.
- **C** - We have planted a range of pollinator friendly bulbs and perennials in flowerbeds and plant boxes.
- **E** - We didn't spray any pesticides on any sites.
- We have no invasive species around the shop.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **YES.** We didn't use wildflower seed mixes. We seeded pollinator friendly plants and bulbs instead.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **NO.** We don't have any honeybee hives around the shop.

2. Which evidence-based **COMMUNICATION (F)** pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We are choosing local suppliers who are producing organic and biodynamic Fruit + Vegetables, Beef and Eggs.
- We are planning a workshop for our customers, helping interested people to change their gardens to
  - increasing wildlife habitats
  - creating insect friendly areas
  - planting pollinator friendly plants, bulbs and perennials
  - ways to avoid pesticides
- Some of our Employees have done a garden course for organic gardening and have changed their garden with pollinator friendly plants, long flowering meadow areas and brambles + Ivy in their hedges.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? **YES.**



4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **NO.** But it is scheduled for next year.


- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.** Scheduled for next year.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? **YES.**

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? **NO.**

224	<p><b>Mitchell McDermott</b></p> 	<p>Signed up April 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Mitchell McDermott has chosen to sponsor orchards through the DCs for Bees initiative.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> N/A.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> N/A.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Mitchell McDermott (MMCD) has been involved in DC for Bees (via Host in Ireland) for a past few years. Over the years we have been involved in pledging orchards and planting activities organized by DC for Bees.</li> <li>• In the last year, we had pledged 10 orchards, out of which two went to Colaiste Eanna in Rathfarnham and the rest to the community pot.</li> <li>• There were also Crocus bulbs planted in the backyard of the office, however due to the garden not being maintained the weeds have taken over.</li> <li>• For the current year we have pledged 10 orchards again and all will go into the community pot as we understand there are a lot of schools keen to taken the orchards. There are plans to plant Crocus bulbs again along with other pollinator friendly bulbs, in pots, so that they are not affected by the weeds.</li> <li>• Other than this, where possible there are discussions in the office in relation to bees and other pollinators that are beneficial for the environment.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES/NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> YES/NO.</p>
225	<p><b>Mondelez Ireland</b></p> 	<p>Signed up December 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• B – Reduced mowing to once per annum.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> NO.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> NO.</p>

		<p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>Action 18: Basic awareness raising to workforce of biodiversity initiatives.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? Somewhat.</p> <p>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? N/A.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>Continue with reduced mowing to help promote wildflower growth.</li> <li>Look at Action F and rolling out more awareness raising actions.</li> </ul>
226	<p><b>Mosney Village</b></p> 	<p>Signed up July 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li><b>B</b> - Reduced Mowing, No Mow May, signage to delineate these areas,</li> <li><b>C</b> - strategic planting of Bidens and Bacopa, Petunia and begonias in Summer Flowering Window Boxes and Street Displays.</li> <li><b>C</b> - At the beginning of May 2023, In June 2022 30 new trees were planted along the entrance avenue to Mosney Village. This is part of a wider programme of planting that will take several years to complete. The trees planted were a mix of Alder (<i>Alnus glutinosa</i>), Sycamore Maple (<i>Acer pseudoplatanus</i>) and Hornbeam (<i>Carpinus betulus</i>) trees which will enhance the aesthetic of the entrance to Mosney Village. These were watered regularly by the full-time maintenance staff. In addition, the trees hold significant wildlife value as a food plant, shelter, and roosting site. This tree planting programme was resumed in March 2023 with the addition of 40 new trees in front of the houses at Seaview. Laurel hedge and hare fence is being planted at the front of the Staff car park along the boundary fence (April 2023).</li> <li><b>A</b> - We also have a retained woodland area known as The Woodland Walk and have installed many bee hotels in the trees.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. No Mow May.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p>

- 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.
- Management and staff strive to teach residents on the importance of pollination whilst living in Mosney Village to bring that interest and skill to their new homes when they move into the community.
- Currently underway is the restoration of the beautiful walled garden where the Mosney Village Gardening Group have their nursery and polytunnel.
- There are plans to plant an orchard of fruit trees at the Mosney Village allotments which will take place in the year ahead.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES/NO.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We plan to sign up engage to the national hub -Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

227

**Mountlucas Wind Farm**  
*Bord Na Mona*



Signed up December 2020

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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2022 a sensory garden at Mount Lucas Windfarm was developed for visitors with some pollinator-friendly landscaping. The development of natural colonisation was encouraged, while more typical landscape gardening was carried out in others.
- In 2023 pollinator and biodiversity impacts are considered within the Windfarm maintenance plan and this site is maintained in a pollinator-friendly manner.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- BnM continues to support guided tours and visitors to Mountlucas Windfarm, Lough Boora Discovery Park, and various PCAS rehabilitation sites, including school children and interested stakeholders. The biodiversity value of these sites are highlighted during these tours including the value of the sites to pollinating insects such as butterflies.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- In 2023 monthly pollinator transects have been carried out between April - September at ten bogs that have being rehabilitated as part of the Peatland Climate Action Scheme (PCAS).
- Transects (of varying length either 1km or 2km) were established across parts of the relevant bog to record pollinators, indicator species (Butterflies) and other taxa. Pollinator recording followed guidelines set out by the National Biodiversity Data Centre Bumblebee Monitoring Scheme.
- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? 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.

228a

**MSD Ballydine**



Signed up April 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We addressed all the actions from A to E at MSD Ballydine and continue to conserve habitats that already provide food and shelter to pollinators, reduce mowing, hanging of bird boxes.

- For instance, hanging of 20 bat boxes to provide habitat and protect bats and bee hotels.
- **B** - This year, we accomplished N-Mow May in a new area where we left areas across the land to grow naturally.
- **C** - We planted more Catmint in the centre of the site to create a passage for insects.
- **D** - We fabricated and installed a bee hotel on-site to provide safe nesting space for the bees.
- **E** - We eliminated pesticide and herbicide use even further across the property.
- **B** - On-site mowing and trimming are done across one fifth of the site.
- **C** - We planted 10, 000 bulbs to help with pollination.
- **C** – We will planting 40 native trees Irish across site which are pollinator friendly. We planted two large wildflower meadows at approximately 2 acres at one side of the site and 5 acres at other side of the site at our solar farm.
- **A** - There are various hedgerows across Ballydine site.
- **D** - Also, near the lagoon we have earth banks for solitary bees. Any logs from tree felling were left in-situ for insect habitation.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We installed bee hotel to provide safe nesting space for the bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The planting of 10000 bulbs got more than 80 volunteers from our business out planting trees was a great success and team got to learn as well as engage with each other from the bulb planting event. Demonstration was done by a member of SAP and we were therefore able to train and guide people on bulb planting.
- On May 5, the site and all Irish sites observed World Bee Day, with statements produced and shown on screens emphasizing the importance of solitary bees. On October 26th, there was an awareness day for energy and biodiversity. The local tidy town in Kilsheelan is aware of our biodiversity programme on-site which includes details of pollinator friendly plan at MSD Ballydine. We conducted session on bulb planting in Kilsheelan to spread awareness and help with pollination.
- Biodiversity is mentioned in the business's ESG report for the entire company. Sustainability Culture is growing because to the "See Green, Be Green" All Ireland Platform, which includes Biodiversity Ireland speaking at Sustainability Week in September. Pollinator planting is now part of the site's long-term plan.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Our starting point for 2024 would be to develop riverbank seats near the blueway to have more selection of native Irish trees and native shrubs to further engage the local community and help with pollination.
- We opened another nature walkway of approximately 1500 steps in September and would like to expand it.
- Biodiversity is now an important component of ESG on our site, and we want to continue to communicate with staff and the public about it, as well as improve nature on our site wherever possible.

228b

**MSD Biotech  
(Dublin)**



Signed Up May 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



Over the past 12 months, MSD Swords has continued to invest in improving biodiversity.

- **B** - Notable this year, was the extension of managed grass areas and strict adherence to “No Mow May” across the campus.
- **C** - We also planted several thousand native and pollinator friendly plants in various areas. Additional pollinator species including Salvia, Lavandula, Phlomis and Nepeta were added to the staff garden as part of our continued staff education program.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** We gave wildflower seeds out to interested staff – staff planting / training course held in our biodiversity garden on site.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

Yes, we held communications to staff with a plant-a-plant competition allow helpful staff to take home pollinator friendly plants.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

228c

MSD Brinny,  
Innishannon



Signed Up May 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Completed a Baseline Survey of the wider site landbank to understand how biodiverse the offsite landbank that MSD Brinny has, the different habitats and how the current uses of the land support these habitats to ensure we are supporting biodiversity. This study will enable us to plan for future biodiversity initiatives that this site will take.
- **C & D** - We established a Pollinator friendly garden where once a cabin was in place with a grass verge and pollinator friendly flower bulbs, native trees (Malus trees & Crataegus trees) and native wildflower seeding. We also installed Insect motels to encourage pollinating insects like bees.
- **C** - We replanted an area that was used for construction works with shrubs and utilized recycling from tree cutting bark mulch from site.

- **B** - We reduced grass cutting /hedgerow mowing with No Mow May to support pollinator friendly insects and encourage growth of native species of plants.
- **C** - We are planting 430 native sapling trees in a field adjacent to our Warehouse. Trees being planted in this area will all be native Irish trees like oak, alder, birch and crab apple.
- We introduced plants to our canteen to add greenery to the area as part of our sustainability week in July and had our first biodiversity day onsite as part of Sustainability week with numerous talks on Biodiversity.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** In 2023, we reduced our mowing schedule as part of no mow May but also continued this throughout the summer months. We planted wildflower seeding in areas on site and planted some shrub beds and are in the process of planting a large area with trees. We planted wildflowers but also planted native trees in an area of site where cabins would have previously resided for many years. .

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** In 2023, in conjunction with our Sustainability week, we had a Biodiversity Day where we had talks from external consultants on Biodiversity and talks from people onsite demonstrating their interest in Biodiversity. We also integrated this into our canteen communication to staff.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

At MSD, we continue to engage employees through our 'See Green be Green' via our sync page and communications. 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 Pharma Industry Awards being recognised for the **Responsible Care Award** successes and innovative, people-led approach of our **See Green, Be Green** programme across the MSD Ireland network.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? TBC.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** I require access but have not been granted access yet.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

228d

MSD, Carlow

Signed up April 2021

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



**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We addressed all the actions from A to E at MSD at Carlow and continue to protect our existing areas, reduce mowing, hanging of bird boxes and small bug hotels.

- **D** - We drilled small holes in wood.

- **B** - We completed No Mow May in a new area this year in conjunction with our canteen partner KSG also a member of the Pollinator Plan and Origin Green.
- **C** - We planted more Cat mint in the centre of site to create that corridor for the insects with the perimeter.
- **E** - We again reduced the use of pesticides further across the site.
- **C** - The mowing and trimming on site are done using electrical equipment with batteries.
- **A** - We removed temporary accommodation from site and returned the area to natural habitat.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The planting of over 1,400 native trees got 50 volunteers from our business out planting trees was a great success and we engaged with our nearest neighbour the golf course to plant the trees. It was communicated out locally in the newspaper and shared globally across the MSD network encouraging other sites to do the same.
- The site and all the Irish sites celebrated World Bee Day in May, communications issued and displayed on screens on the importance of solitary bees. Energy and Biodiversity awareness day held on October 12th. Our site has biodiversity featured in the ESG report for the entire company.
- Sustainability Culture going from strength to strength through the “See Green, Be Green” All Ireland Platform with Biodiversity Ireland speaking at Sustainability week in September. Pollinator planting in now included in the future roadmap for the site.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**



**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Our starting point for 2024 would be to have on onsite workshop with Biodiversity Ireland.
- We also want to increase the measurements of insects and bees on site.
- We have plans to remove a large temporary building and return to a clover lawn.
- We opened a 1 km nature walkway in September so would like to increase that walkway. Biodiversity is now a key part of ESG on our site we want to continue to communicate out to employees and public and improve nature on our site at every opportunity.

228e	<b>MSD Dunboyne</b> <b>Biologics</b>	<p>Signed up March 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p>
		<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - All amenity lawns on site were left uncut from May until September.</li> <li>• <b>B</b> - 5 ring fort/archaeological sites on campus are now managed as long flowering natural wildflower meadows by only cutting grass once per year in the Autumn. Total greater than 1 acre.</li> <li>• 3 areas of freshly disturbed soil (from construction activity) were planted with native Irish Wildflowers in Spring 2023. Total area is greater than 1 acre.</li> <li>• <b>A</b> - All hedgerows on site have been left uncut and a 1m wide buffer strip of grass/vegetation has also remained uncut around them.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> <b>NO.</b> But on review of the AIPP we will liaise with our landscape maintenance contractor and manage these areas as reduced mowing areas next year and look to manage them in an alternative way in line with AIPP guidelines.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>YES.</b> We made an active choice not to include honey bee hives and instead we focused on reducing the cutting frequency of lawns.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Landscape contractors have been invited to sign up to the AIPP and to manage the site in line with its guidelines.</li> <li>• Communications were made to staff and information was provided to them on how to sign up to the 'Pledge Your Garden' scheme.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>?</b> <b>NO.</b> I've been unable to log into the AIPP account to map.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>YES/NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>YES/NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>?</b> <b>NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> <b>YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>Plans for 2024 have yet to be decided.</p>
229	<b>Muff Honey</b>	<p>Signed up April 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p>
		<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - This year we continued to leave all our hedges and grass areas to grow wild so the flowers were food for pollinators. I noticed a wonderful spring growth of hawthorn flowers along with dandelions, yellow rattle, willow among others.</li> </ul>

- **C** - We added to our native hedge more flowering currant bushes for next spring as well as a row of 50 hebe plants to grow under the willow hedge offering more nectar for bees next year.
- **D** - Our Bug hotel has shown signs of activity also this year with solitary bees and wasps taking up residence in it.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have installed 4 beehives at the Liffey meats site in Ballyjamesduff as part of their action plan which we manage for them. Here at Liffey Meats we have helped plant lots of shrubs and wildflower meadow full of native Irish flowers for all pollinating insects.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? N/A.**

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES.** We counted at least 7 different species of bumblebees at our home apiary this year which is wonderful.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

In 2024 we aim to grow a lot more shrubs on our wild lawn area. We intend to not cut our lawn at all next year and have these flowering shrubs grow with a walk path around them. I plan on planting more willow into the local areas along streams that are bare of any trees or hedges along them.

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**Murphy Ireland**



Signed up November 2021  
Mapped site(s) on 'Actions for Pollinators', data-mapping system. **YES.**

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We've undertaken the following actions:

- **B** - We continued our revised landscaping approach on sites and with reduced 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.
- **B** - All 24 sites took part in the #NoMowMay initiative this year.
- **D** - Bare ground mounds on site have been allowed to remain and left as nesting area for mining bees remain in place.
- **D** - Created areas on site with deadwood as additional habitat for native insects.
- **A** - Managing our existing hedgerows on sites for pollinators.
- Carried out a Baseline Habitat survey of all sites and starting to track / manage any invasive or diseased species.

- 57 bird boxes and 44 bat boxes have been distributed and mounted on sites in 2023.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** On the O&M sites – we are now just doing reduced mowing regimes. Also we have Murphy Roots Programme under which we engage with local schools and offer small scale landscaping project, e.g. flower beds, planters from repurposed pallets. We sponsor all materials including wildflower seed mix (of local provenance), bulbs etc.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We do have 2 hives at HQ office which we use as part of CSR but will not increase numbers moving forward.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Circulated toolbox talks and booklets in relation to biodiversity actions during the year – e.g. No Mow May, Reduced Mowing, Pollinator Factsheet.
- Under our Murphy Roots initiative we engaged with schools local to our sites (Scoil Maelruain Senior National School, Dublin; National School in Foynes, Co. Limerick), sponsored Biodiversity Speaker who educated children from a local school about the Junior Pollinator Plan. We also created pollinator-friendly flower beds at the schools, planted over 200 tree whips and bulbs.
- At the end of 2022 we planted over 12,000 pollinator friendly plant bulbs (Snowdrops, Bluebells, Crocus, Eranthis Cilicica, and Muscari Grape hyacinth) on four sites in the south and another four sites in the east of Ireland.
- 2 workshops delivered by AIPP Agri Business Officer Sarah Kelly to our Operation and Maintenance Personnel on AIPP Compliance, Monitoring and Reporting.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES.** 6 completed for Tipperary Town WWTW.
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**


**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** We weren't aware of this map previously, will review in 2024.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Locate our sites and identify pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie).
- Review, reduce or eliminate pesticide / herbicide use on sites; or switch into more eco alternatives.
- FIT Counts & Bumblebee Monitoring to be rolled out to more sites.
- More visits to local schools (Murphy Roots) and more hand on activities for biodiversity.

231	<p><b>New Century Engineering Ltd.</b></p> 	<p>Signed up September 2023 – NEW business supporter</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
232	<p><b>Newbridge Foods Ltd.</b></p> <p><b>Newbridge Foods Limited</b></p>	<p>Signed up May 2017</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• E - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.</li> <li>• D - We have 2 west facing earth banks (for solitary mining bees) across the site and hope to increase to four in 2024.</li> <li>• B - No mowing across our site in May to let dandelions grow and bloom.</li> <li>• A - Reduced pruning of trees on site as part of landscape controls.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> NO. But having read the AIPP FAQs we will choose <b>reduced mowing</b> next year on top of our continued commitment of no mowing during May.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We will be installing a bee hotel in November 2023 and if that is successful, will hope to introduce at least another one in Mid 2024. There are 4 honey bee hives in place for the last few years but there are no plans to increase this number, we will try as much as possible to bring wild bees to the site.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>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.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO. Not as of yet but we hope to start in early 2024.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> NO. Our site does not participate in this standard or schemes.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Engage with Business for Biodiversity Ireland <a href="http://www.businessforbiodiversity.ie">www.businessforbiodiversity.ie</a></li> </ul>



- We are continuing to embed the actions in place for the last few years and hopefully introduce more such as extra earth banks and the installation of at least 1 bee hotel in late 2023 and then review its progress in early to mid-2024.

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**Northstone  
Materials Division**



Signed up September 2018

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **A protect what you have** – Pollinator friendly zones have been identified and maintained at Craigtanlet Quarry. A native ancient hazel woodland within an area of the Croaghan Quarry has been protected from extractive activities due to its unique habitat and support of local flora and fauna. 13 Biodiversity surveys have been carried out during 2023 to review sites biodiversity.
- **C - Pollinator Friendly Planting** - Pollinator friendly plants were installed at key locations to improve the visual of office locations, whilst providing a food source for pollinators. Native trees were planted to support the newly established 5 hectares of trees planted in 2022 used to screen off the quarry through the aid of grants.
- During STEM events with schools, bee bombs were provided to students to encourage planting at home.
- **D - Provide nesting habitats** - Using a specialist contractor, Eco Seeds, who specialises in native grasses were used to seed areas of the lough sand locations to stabilise sand banks and provide a habitat for mining bees as well as native pollinating trees planted.

#### 1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? **NO.**

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? **NO.** Honeybee hives installed at 2 locations, through a hobby bee keeper. Bee sourced within local surroundings.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **F Raise awareness** - STEM event held with 3 schools in 2023, highlighting quarry biodiversity. Communications with employees regarding breeding season, importance of the bee's (in reference to the bee hives), internal Nature photography competition. Purchase of Bee Bombs for School STEM event goodie bags.
- Internal Biodiversity ID Guide for Northstone Materials Locations is in the final stages of development and due to be published at the beginning of 2024. To be delivered to all staff at each production location.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

#### 3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? **NO.**

#### 4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? **YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **YES. How many? 7**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

#### 5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? **NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Map out habitats as an extension to the Biodiversity Action Plan and Biodiversity ID Guide.
- Proposal for converting waste area at the Tile Plant into a community driven engagement plot – mixed wild flower plants, and shrubs, and bug hotel in association with local schools.
- Continuing to build on the Biodiversity database with the help of employees.

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NTR PLC



Signed up April 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- NTR volunteers (Pollinator Parents) made a pledge earlier in the year to make their sites a healthy pitstop for pollinators, to promote biodiversity and help pollinators by providing much-needed food and shelter in areas on their sites.
- Pledging to protect what is already on site by avoiding as much as can the **use of insecticides, fungicides, and herbicides.**
- Lastly spreading the word by reporting their action and identify areas of impact on pollinators.ie.
- This year NTR Pollinator Parents visited **Altaveedan, Ballycumber, Rathnacally, and Ora More** sites.
- **A** - Across various sites we have preserved and protected native plants, trees and hedgerows by clearly marking the areas as preserved sites.
- **B** – We don't currently have any mowing on the sites: Altaveedan, Ballycumber, Rathnacally and Ora More.
  - Altaveedan site has wild grass growth with no mowing.
  - The earth banks at Ballycumber and Ora More are also not mowed.
- **D** – This year we especially marked out a lot of ground banks at Altaveedan and Ora More which deemed habitable for pollinators, such as mining bees.
- **E** – A number of solitary bee hotels were installed on the following sites: Ballycumber, Bunnyconnellan, Altaveedan and Rathnacally.
- **A & F** – A decision was taken within NTR that the hardstands of all the Irish windfarm sites (north and south) would be rewilded. They became a zero-pesticide windfarm. This rewilding of the hardstand areas will be allowed to happen naturally. Spot spraying of a natural acetic acid is allowed only for work related Health and Safety reasons.
- We have also scattered Irish native pollinator friendly flowers at two of our sites.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES and NO.** We have only used Irish native wildflower seed mixes on sites. We have gifted handmade (with the proper/correct wood) solitary bee houses and insect hotels for two school groups. NTR also gifted two schools' local strawberries to promote and show how pollinators help us have varieties of different fruit. NTR gifted their volunteers (Pollinator Parents) natural reusable beeswax food wraps.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have spent some time with two different schools educating them

about solitary mine bees and the importance of keeping the mining bee's home safe. Showing them that these types of bees have different homes to the honeybee.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**Community**

- To help spread the word about pollinators, NTR invited two schools to one of our wind farms in Wicklow. At our Ballycumber site we taught them about wind and pollinators. Explaining that wind, birds, bats and bees are all helping in the pollination process. We gave both schools bee houses and insect houses to take home, along with a cert giving them even more information on wind and pollinators. We also spread some native Irish wildflowers along the earth banks and near the forestry areas. They were also given strawberries on site to illustrate the importance of having pollinators helps us have fruit like this.
- NTR supplied all the materials for a class of TY students to make solitary bee hotels and then place them in Bunnyconnellan windfarm.

**Employees**

- We engaged our employees by forwarding on the AIPP **Business Supporters Newsletter** or taking some of the various content and posting it to our work WhatsApp group. Content showing what to plant in which month or ideas of the things you could do to promote better biodiversity in their own gardens for pollinators.
- Pollinator parents met as a group a number of times during the year to plan visits, and to share learnings.
- NTR invested in a month-long biodiversity training programme delivered by an external partner for staff. All staff were invited to participate in 4 modules of training over 4 weeks. Staff were also encouraged to pledge what they could do themselves to support Biodiversity. This helped raise awareness and deepen understanding amongst staff.
- During our staff strategy away day we held two biodiversity workshops posing the question 'what more can we do?'. In addition, staff prizes given out on the day were all pollinator friendly plants.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO. N/A.
- Did your business participate in the Bumblebee Monitoring Scheme? NO. N/A.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** We weren't aware of Biodiversity Maps, and will now review it to locate our sites.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** Biodiversity is a key part of NTR ESG strategy. Company biodiversity goals exist with targets and these are reviewed monthly.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- NTR are members of Business for Biodiversity Ireland and have held discussions with Lucy Gaffney who is leading the business. They have also committed to joining a Community of Practice working group.

- NTR have committed as a company goal, to giving a half day for all day to a biodiversity activity, NTR are partnering with HomeTree, a local charity, to work together to plant native trees in Avoca, Co Wicklow and assist with land maintenance tasks and having an interactive discussion on native woodland, caring for trees and learning about invasive species.
  - *The Hometree charity seeks to establish and conserve permanent native woodland in Ireland, encouraging land regeneration and biodiversity through afforestation, restoration, and education.*
- Sponsor printing of the **Junior Pollinator Plan** to the two schools we invited to our site last year.
- NTR is examining the optimum seeding mix for two new solar sites in Wexford to promote biodiversity.

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**OBW Technologies Ltd.**



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

#### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C-** OBW a very proud of our pollinator friendly garden that was completed 2 months ago.
- **F-** By creating this area, we have created awareness throughout the company on plants that are pollinator friendly.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We did not sow wildflowers we worked with a local gardener and planted local pollinator plants.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** It is not manageable for OBW to have a honeybee hive but as part of our 2024 plan we will look into alternatives.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

OBW raised awareness on pollinator plants using the guide provided on the AIPP website. We sent out communications on our internal newsletter and noticeboard. We posted pictures of our new pollinator friendly area on social medias.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.** We only introduced the flowers recently.
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** We recently created a strategic pillar for Environmental and CSR.

236	<b>O'Donnell Furniture Makers</b>	<p>Signed up June 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p>
	<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A – Retained a small woodland area complete with Ivy and brambles for pollinators.</li> <li>• A – We are managing our hedgerows for pollinators by not cutting them.</li> <li>• B – We have a long flowering wildflower meadow onsite achieved through reduced mowing – cut once a year. It is approx. 4000m2 in size.</li> <li>• E - We have not used pesticides on site in the last year.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We have not sown any wildflower seeds since we joined the All Ireland Pollinator Plan as we are fortunate to have a multispecies wildflower meadow onsite just through reduced mowing.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We don't have nor plan to have any honeybee hives on site.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have put up notices and signage stating it's a Pollinator Area so visitors and clients can see what we are doing. This will show the reasons we have left the grass un-cut. We have employed Organic Gardeners who use eco-alternatives in all their work and products.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> We plan to not cut the grass either in 2024.</p>	
237	<b>O'Dwyer's of Kilmacud</b>	<p>Signed up February 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p>
	<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• A – We have identified and are protecting existing outdoor areas and spaces that are good for pollinators. We have retained, maintained and increased these areas around our business.</li> <li>• B – n/a.</li> </ul>	

- C – We have actively planted different flowers throughout the year, especially during March all the way through to October.
- We have increased the planting containers, placed them at differing heights and differing locations around our business. We have numerous pollinator friendly flower beds, and, have planted and maintained some pollinator shrubs. We have avoided wildflower seed mixes.
- D – n/a.
- E – We actively do not use pesticides on plants.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** We have posters and increased communication between customers and have labelled plants etc.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.** Will do next year.

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.** Will do next year.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We have located our site and next year we will identify and include pollinator species for 2024.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.** But we will in 2024.

**6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target? NO.** But we will in 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will continue on what we have done for the last 2 years. We hope to increase the planting diversity and will partake with the nationwide counts of pollinators etc in 2024. Yes we will start to track and manage invasives on our site via [www.invasives.ie](http://www.invasives.ie)
- We are going to sign up to the national hub - Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

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Olly's Farm



Signed up January 2019



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have fenced off another area of our grazing land for wildlife and just left it to nature. I don't farm intensively it's a low input low output system.

All three lower fields fallow from March through to October this year and will repeat this every year from now on.

		<p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>Our pollinator sign is up in our shop and training area and is an integral part of our farm tours where we discuss the importance of the pollinator plan and how other individuals and businesses can take part.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>To fence off more of the boundary of our fields, it's so interesting to see the different plants that have started to grow there.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</b></p>
239	<p><b>O'Neills Dry Cure Bacon Co.</b></p> 	<p>Signed up October 2018</p> <p>Mapped on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p> <p><b>UPDATE 2023</b></p> <p>O'Neills Dry Cure Bacon is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025. Building works on site has hampered fuller pollinator support in 2023 but we will re-engage more fully in 2024.</p>
240	<p><b>Optel Group</b></p> 	<p>Signed up February 2023</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• B - Optel group has reduced mowing in a grass area, in collaboration with the landlord next to our offices to allow shrubs and wildflowers to flourish among the longer grass.</li> <li>• B - Optel group has reduced mowing in a hedged area, in collaboration with our landlord next to our offices to allow shrubs and wildflowers to flourish among the longer grass.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> We did not choose an alternative action.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We did not choose an alternative action.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>Optel Group used an already organised CSR event to hold a training and information session on the All-Ireland Pollinators Plan for our office-based staff.</p>



**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** Optel Group have completed a Sustainability site Charter and the AIPP is a part of this Charter.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Optel Group plan to run further site awareness workshops for our staff to make them aware of personal initiatives they can take at home to be a part of the AIPP.
- Optel Group also plans to promote the AIPP to our suppliers and contractors who work on the site and ask them to sign up to the AIPP.
- Optel Group also plan to fund printing of the AIPP friendly garden guidelines for our staff.

241

**Orsted**  
(formerly Brookfield  
Renewables)



Signed up December 2020

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In line with our All-Ireland Pollinator Plan we've decided to support biodiversity by making the decision to standardize our hedgerow management, vegetation spraying and verge management across all Operational wind farms. In short, we're leaving nature grow. This will encourage flora to flourish naturally as we restrict the use of herbicides, plant native wildflowers and create a pollinator friendly habitat:

- **A** - Hedge cutting will only take place when there is a justifiable health and safety requirement to do so.
- **B** - Cable routes, cable marker poles, and other scrub land will no longer be cut. Instead, the land will be left to vegetate naturally. By reducing cutting it will ensure that there is a continual supply of food for pollinators every year.
- **E** - The use of herbicides to manage vegetation growth will only take place when there is a justifiable health and safety requirement to do so. Only areas that see frequent traffic will be managed. All remaining areas will be allowed to vegetate naturally. Reducing or eliminating the use of herbicides will mean more wildflowers for pollinators to feed on.
- **B** - Areas of verges and unused ground have been signposted and will be managed by reduce mowing to promote native pollinator habitat. All these areas are to be untouched if at all possible. Mowing removes vital food sources for pollinators, particularly between March and October.
- Two additional windfarms have been added to the Orsted Irl/UK portfolio in 2023. These are integrated into our strategy of being managed in accordance with our commitments outlined above to the All-Ireland Pollinator Plan.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** Limited mowing (particularly between March to October) will take place

across all our operational windfarms to increase pollinator friendly plant to prosper on our sites naturally with no introduction of wildflower mixes to these areas.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- 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.
- In May 2023, as part of The Wild Bee Nursery Project, Ørsted sponsored a woodland module for school students in Donegal to learn about pollinators and build solitary bee nest boxes. The initiative was created by Wind Energy Ireland and RenewableNI to give the wind industry alternative options to help pollinators in their local communities. By following a set design criterion, local students from a school in Donegal made nest boxes containing everything that a solitary bee needs. The students then installed the nest boxes on one of our operation windfarm sites close to the school.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.** But we intend to undertake this potentially in 2024.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** We have integrated it into our operation environment management plan.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Establish a baseline of biodiversity measurement so we can monitor performance of our biodiversity measures going forward.
- Yes, we will start to track and manage invasives on our site via [www.invasives.ie](http://www.invasives.ie)

242

**OURganic Gardens**




Signed up December 2020



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - We have identified existing and new areas of biodiversity to allow pollinators to have a good source of food and shelter.
- **A** - We have left areas to go wild around our gardens.
- **B** - 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
- **C** - 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.

		<ul style="list-style-type: none"> <li>• We have created more natural habitats for birds in hedging etc. to include some fallen trees that we have left to decompose.</li> <li>• C - We have planted more pollinator friendly bulbs this autumn.</li> <li>• E - We have continued with our organic ethos and use of alternative control of pests and diseases.</li> <li>• We have continued to enhance our soil biodiversity through carefully managed composting systems.</li> <li>• We have started to use green manure on our bare soil for continuous crop cover.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• We have raised awareness through our workshops on growing vegetables</li> <li>• We have promoted pollinator plants and no chemicals through our online communications.</li> <li>• We have started work on our signage at the garden and continue to add more signs each year.</li> <li>• We have supplied community with pollinator friendly plants.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <ul style="list-style-type: none"> <li>• We will continue &amp; improve on the work we have undertaken in the past.</li> <li>• We Plan to introduce Polly Cultures &amp; more perianal plants, which in turn will have more pollinator friendly plants and lengthen the seasons.</li> </ul>
243	<p><b>Palladio Ireland Packaging Solutions Ltd.</b></p> 	<p>Signed up May 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. YES.</p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• B - We continued to allow grass to grow and reduce mowing.</li> <li>• Due to business constraints, no new actions were undertaken in 2023.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</p>

		<p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? <b>NO.</b></p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? None.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? <b>YES.</b></p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>YES/NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>YES/NO.</b></li> </ul> <p>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? <b>NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>NO.</b></p>
<p><b>** Joined after AIPP 2023 deadline</b></p>	<p><b>Park Developments</b></p> 	<p><b>Signed up November 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b></p>
<p><b>244</b></p>	<p><b>Park Electrical Services Ltd.</b></p> 	<p><b>Signed up June 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We have segregated a significant area (240sq.m) of a tree-lined border of our premises and committed it to our pollinator-biodiversity commitment. The area has been untouched in terms of mowing grass or cutting back bramble or bordering wildflowers to promote a safe place for pollinators.</li> <li>• <b>E</b> - We have eliminated pesticides on our site except for spot-spraying when absolutely necessary.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> We have stopped mowing grass in this area. Wild flowers continue to grow and have been left wholly untouched.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We are currently promoting the native hedgerow and tree lined area to become a natural habitat for bees and will give it time to take hold. The range of wild flowers in the 240sq.m area are an attraction and plenty of activity has been witnessed.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

- We have built the Pollinator Plan into our ISO14001 list of objectives and currently promote the area within our business.
- We are assessing the potential of using the area as offsetting some of our carbon footprint in a bid to make the site carbon neutral in the coming years.
- We post the All-Ireland Pollinator Plan detail on our LinkedIn page and have various Plan symbols around our site in Kilbride.
- We have invited Kilbride Tidy Towns to view our area on site and discuss success that they have witnessed in the local school, GAA club and hedgerow areas of Kilbride that are on the Pollinator map.
- On site tours with customers and suppliers, we include our sign-posted Pollinator area on the route and talk about what we are doing and the link with the local community and further afield through All-Ireland Pollinators.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We are going to sign up to the national hub - Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)
- Considering building a bee hotel in the designated area.

245

**Peter Cuthbert  
Horticultural  
Services**

Peter Cuthbert BSc  
Agr (Hort) MILI



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

#### **UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C & F** - When we think of pollinators resources, flowers immediately come to mind for equally important pollinating insects such as Butterflies and Moths and growing *Keystone Trees* for these caterpillars. Late 2022, early 2023 I started by collecting acorns and distribution to Kildare and Westmeath County Council plus growing some hundreds myself. Fingal County Council and Westmeath County Council found homes for the oak and willows.
- **C & F** - 5000 Sunflowers seeds were grown and sponsored in association with Dunboyne Library as part of a seed swap in association with the innovative pollinators group Dunboyne Tidy Towns. Sunflower seeds were also provided as a donation to the All-Ireland Pollinator Plan team as giveaways at Bord Bia's Bloom 2023.
- **B, C & F** - It has been great working with Gannon Homes developing pollinators initiatives. At Belcamp *Keystone Trees* include Birch, Oak and Willow which form part of the historic woodland regeneration. At Clongriffin wildflower meadows were developed.

- **C & F** - Green Roofs, a norm in European countries, are becoming more frequent in Ireland. I have begun growing a wide range of Sedums, Sempervivum to see which produce flowers attractive to insects. Sedum Weihestephaner Gold flowers for months from June to August and attracts Butterflies, Hoverflies and Honeybees. More details in 2024.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- See above communication, sponsorship and development actions as part of a growing and donating body of work.
- Looking forward working with Maynooth Community School on developing Biodiversity and Pollinators initiatives to enhance the campus and provide on site practicals for students.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES/NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? N/A.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024? See above.**

246a

**Pfizer Grange  
Castle**



Signed up June 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B** - As well as supporting No Mow May, we have a number of areas on site set aside which are allowed to grow into meadow producing wildflowers for the pollinators and to contribute to our overall sustainability strategy as well as enhancing the natural habitat of our local area.
- **C** - We have also planted some areas with pollinator plants (specifically early flowering bulbs).
- **D** - We have installed two bug motels on-site in order to encourage other solitary bees and insects as well as bat and bird boxes around the perimeter of the site.
- **E** - We have banned the use of pesticides on site.
- At Pfizer we consider bees to be an essential part of the army of pollinators. We maintain two bee hives on site (Native Irish Honey Bee) which we use as part of general education on the plight of Pollinators. We conduct demonstrations to budding bee keeper and other interested colleagues.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We let areas grow into meadow to encourage existing wildflower growth.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We have installed two bug motels on-site in order to encourage other solitary bees and insects.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- No Mow May campaign.
- Lunch time talks on Biodiversity from guest speakers e.g. Niall Hatch.
- Colleague Kid Competitions (Photo /Sunflower Flower Growing).

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? Needs to be updated for 2023.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024? Currently in development as part of larger building project.**

246b

Pfizer Newbridge



Signed up December 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- A - Existing areas on site were not developed. Currently we have approximately 25% of the site left idle for nature.
- B - Three new No-Mow areas were added to the site in 2023.
- C - Currently we are planning bulb planting over the coming weeks to be ready for spring 2024.
- A - Existing areas on site maintained for wildlife were not developed on site.
- E - Trials were carried out on site using non herbicide weed treatment in 2023 (Foamstream).

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** For Biodiversity Week 2023, colleagues sowed sunflower seeds (including in the pollinator plan) and gave them out to the rest of the site in biodegradable pots.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** The focus of biodiversity actions taken by the site in 2023 were to help solitary bees and bumblebees. We have honeybee hives on site managed by a local beekeeper but are not counted as a biodiversity action.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In May 2023 we held Biodiversity Week on site in Newbridge. We distributed booklets from Kildare County Council about Biodiversity Week activities taking place in Kildare during the week, along with giving out sunflower seedlings in biodegradable pots and information about how everyone could green your garden.
- Information was given daily during the week about how to plant pollinator friendly plants.



- In 2023 the site also completed a baseline biodiversity assessment carried out by SAP Landscaping, with recommendations for how to improve the landscape and make it more pollinator friendly.
- Separately, we have a Green Team on site which promotes sustainable and pollinator friendly activities throughout the site.
- Lastly, we have contacted companies beside us to ask them to join the All Ireland Pollinator Plan and collaborate on sustainability & pollinator projects together.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Progress implementation of baseline biodiversity assessment on site.

247

**Poppies Café**



Signed up April 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - We ensured the external planters mainly contained pollinator friendly plants.
- E - No pesticides were used.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** We displayed the pollinator material provided by you and we promoted it via our social media channels.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy? YES.**

248	<b>Port of Waterford</b> 	<p>Signed up April 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Reduced mowing of grass areas.</li> <li>• Limited pesticide usage on site.</li> <li>• Maintenance of planted wildflower areas.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? N/A.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Promotion of PoW activities through Internal EHS /Port Users EHS forum.</li> <li>• Included AIPP as a 'Biodiversity Pillar' in our Sustainability Strategy.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES/NO.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Establish Biodiversity, including AIPP actions within the newly formed Green Committee to ensure more employee / stakeholder engagement.</li> <li>• Continue our engagement with local schools, in particular Transition Year students to promote biodiversity activities.</li> <li>• Engage with our employees to support our pollinator-biodiversity activities in early May/ June 2024 – though a series of employee communications and suggestion programmes.</li> </ul>
249	<b>Portsalon Luxury Camping</b> 	<p>Signed up December 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We have continued to manage our hedgerows carefully – cutting outside of nesting season and mostly by hand. We have retained many natives within our hedgerows including bramble, honeysuckle, ivy and hawthorn. We have allowed a number of the hawthorns to grow higher than the rest of the hedge giving a great aesthetic look plus additional habitat/food source.</li> <li>• <b>A</b> - We have continued to nurture a hedgerow tunnel which connects one of our yurts to the main drive. It is a nice feature but also a very thriving double hedge</li> </ul>

which this year has had lots of fungi develop at ground level as we leave a bed of leaves on the edges.

- **A & C** - We continue to nurture all trees planted to date and have planted ten new natives during the 2022-3 bareroot season. Recently we have found that the bark of some of our trees is being damaged – probably by deer – we are trying the use of soap bags around the trunks to deter them with some success.
- **C** - We have mown paths to each of our yurts and have sown local wildflower seed into the edges of these – during 2023 we saw an increase in wildflowers along the edges of these paths.
- **D** - We have established a number of woodpiles around our communal buildings.
- **D** - We have created some dry hedges.
- **E** - We do not use chemicals or pesticides at all. We use a burner to burn persistent weeds along paths when necessary. We have a large site and are adopting an approach of minimal disturbance of all of the land – we maintain the paths and tracks to buildings/yurts but without use of any kind of chemical or pesticide.
- The buddleia plants added to yurt banks from local cuttings have become well established and have provided a good food source of food for bees and butterflies.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have not purchased or gifted wildflower seed mixed – we have gathered seed from existing flowers on our land and sown them

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023**

- We actively promote our affiliation to the All Ireland Pollinator plan on social media
- We have regularly posted images and messages regarding our pollinator – biodiversity actions on X, Facebook and Instagram. We have also added information to our website.
- We have added the option for guests to purchase a native tree when they book and we then plant during bareroot season.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024? We have not yet set our 2024 actions but will do so during the next two months.**

<p>250</p>	<p><b>Powerscourt Estate &amp; Gardens</b></p> 	<p>Signed up November 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• B - We have reduced mowing grass in all areas and have stopped mowing grass at the beech avenue and the riverwalk areas.</li> <li>• C - Pollinator friendly plants were included in our annual beds for both summer displays and winter displays.</li> <li>• E - We have reduced our pesticide use by 50%.</li> <li>• C - A 400m native hedge has been planted along the avenue to increase biodiversity in this area.</li> <li>• C - More than 20000 naturalising pollinator friendly bulbs have been planted throughout the gardens.</li> <li>• Treatment of daisies has been stopped on our formal lawns.</li> <li>• Bird and bat boxes have been put up in the gardens.</li> <li>• F - We have been running sustainability and biodiversity walks for the general public throughout the year.</li> <li>• C - 1500 hundred native trees have been planted around the estate.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> YES. We reduced mowing throughout the estate.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> NO.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We ran biodiversity and sustainability talks in the gardens throughout the year</li> <li>• We worked with the Enniskerry Tidy Towns with projects in the village they were running.</li> <li>• We work closely with Dundrum College of Further Education.</li> <li>• We produce our own compost which is used in all areas of the estate.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>?</b> YES.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>?</b> YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> YES.</p>
<p>** Submit ion after AIPP 2023 deadline</p>	<p><b>Radharc Landscaping</b></p> 	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

- **A** - We have increased our meadow grass areas and reduced the areas of lawn mowing even further than previous years.
- **B** - There is an elevated area of karstic limestone which we have left untouched. Brambles and Ivy are now growing providing a natural habitat.
- **C** – Our focus was primarily on our Main office site, but we have now started to focus on the Nursery site. Hedgerow Management Awareness. Along the boundary, native hedgerow (Crataegus, Corylus avellana, Prunus spinosa, Viburnum opulus, Euonymus europeaus) has not been trimmed this year. The plan is to trim them on a two- or three-year cycle rotation to promote the flowers/berries.
- **D** – Hedgerow Management Awareness talk to Nursery Staff.
- **E** - New pollinator- friendly beds have been planted on the nursery site with pollinator friendly perennials.
- **F** - Removed tired planting within existing beds to the front of office and increased the pollinator friendly planting species to above 75% in line with Local Authority guidelines.
- **G** - Created more habitat nesting pockets along stone wall boundary also heaped small mounds of topsoil to create earth banks.
- **H** - Added nesting boxes on some trees in the nursery site increased by 6.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We approached our Landscape Maintenance clients (commercial and private) to encourage them to reduce mowing and there has been a very positive response. Most clients have welcomed the mown fringes/paths with reduced mowing and larger pockets of native grass meadows.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** A - we have stopped trimming the boundary hedgerows around the nursery site as we have 4 hives on site which are part of CSR. B - We have also created new planted beds within the nursery site with 75% of pollinator-friendly perennial species. C – Bramble and Ivy growth has increased which is a good source of pollen/nectar.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **i** - Engaged with Clients (commercial & Private) to encourage them to reduce mowing. Clients have welcomed the mown fringes/paths with reduced mowing and larger pockets of native grass meadows.
- **ii** – Nursery staff are now using coir matting pot toppers in nursery production and eliminated the use of herbicides.
- **iii** – Nursery Sales of Peat Free Compost have increased due to staff informing customers of the benefits.
- **iv** – Started using AIPP signage on Office and Nursery site.
- **v** – Engaging with Irish Tree Supplier regarding the supply of Irish Provenance trees which is in short supply. Efforts are being made with germinating Irish provenance seedlings to build up tree stocks of Irish provenance for the future.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.** Found 30-35 Bumblebees on Sedum 'Herbsfreude', 25-30 Butterflies on Verbena bonariensis in August 2023 which were planted two years ago in pollinator- friendly bed.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO. But will participate 2024.
  - Did your business participate in the Bumblebee Monitoring Scheme? NO. But counted 30-35 Bumblebees in August on Sedum Herbsfreude' while sitting outside on lunch.
5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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**Recordati Ireland Limited**



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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A – retained semi-natural grassland at the back of the site. Recorded 36 individual bee orchids on this grassland in June. This data was logged on the National Biodiversity Data Centre website.
- A – retained native wildflower meadow planted in 2021. This year we saw new native species flower come up e.g. chicory, mallow.
- A – retained our pollinator friendly planting borders from 2022.
- B – verges allowed to grow through reduced mowing. No mowing at all took place during the month of May.
- C – managed our site hedgerows by removing invasive buddleia (before nesting season) and replacing it with hawthorn.
- E – reduced pesticide usage on site except for spot-spraying when absolutely necessary (for example near fire hydrants).

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? N/A.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? NO.



4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

252	<p><b>Red Rock Developments</b></p> 	<p><b>Signed up September 2023 – NEW business supporter</b></p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>N/A.</b></p>
253	<p><b>Regeneron Ireland DAC</b></p> 	<p>Signed up March 2018</p> <p>Mapped site(s) on ‘Actions for Pollinators’ – data mapping portal. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>E</b> - Herbicide usage on site was reduced further in 2023, with manual weeding in place for all shrub beds. Minimal usage remains on the lawn areas only and we’re working closely with our landscaping vendor who is currently scoping potential alternative technologies.</li> <li>• In the Woodland Area, as part of the continuous work on Ash Dieback, a small number of Ash trees was identified for removal. In addition, preventative measures to reduce the further spread were completed by collecting the fallen leaves from the base of the trees and woodland floor.</li> <li>• <b>C</b> - A number of native tree species was planted.</li> <li>• <b>F</b> - A number of Beacon (Biodiversity &amp; Conservation Programme) workshops called ‘Lunch &amp; Learns’ on biodiversity were delivered in 2023 to interested employees on the topics of bees, wildflower meadows and on biodiversity across the site. These workshops communicated updates on projects and provided them with information on measures they can take in their own homes and communities to help biodiversity.</li> <li>• <b>C</b> - A ‘grow for use’ scheme was developed with the catering vendor and landscape gardener in relation to the on-site greenhouse. Various herbs and vegetables were grown with window access for bees to the greenhouse.</li> <li>• <b>C &amp; F</b> - Regeneron continues to sponsor the landscaping of local authority owned roundabouts close to the site entrance. An additional 500 winter heathers were planted this year.</li> <li>• <b>B</b> - A reduced grass cutting ‘low mow’ area is designed and in place at the entrance of the site in a bid to create a natural wildflower meadow and provide forage for pollinators.</li> <li>• A butterfly/bee flower mix was planted near our multi-story carpark covering an area of 80m<sup>2</sup>.</li> <li>• <b>C</b> - An area near the entrance to the site has been allocated for the ‘bulbs for bees’ scheme. Planting of these bulbs is due to be completed by Q4 2023.</li> <li>• <b>F</b> - More informational signage for the wildflower meadow was installed.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> See section 1a for actions taken during 2023.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>NO.</b> Regeneron has a native Irish honeybee hive on site which is managed by a qualified beekeeper. Conscious of ensuring there is adequate forage for the wild pollinator species also, no additional honeybees are being introduced to site. In addition to this population, a wild native Irish honeybee colony has been located on</p>



site in the woodland area. The qualified beekeeper monitors this hive also when on site. Due to this colony being recorded by Regeneron on the NBDC recording portal, researchers in NUIG contacted the company to be part of a research project called 'Outside the Box'. This colony is one of over 200 free-living colonies surveyed across Ireland as part of the 'Outside the Box' project which aims to delve deeper into the question of how Irish free-living colonies are able to survive, unaided, outside of conventional beekeeping settings. This project is the first scientific program surveying and studying wild honeybee colonies on a national scale. Its completion will shed light onto the possible traits that are enabling long-term survival in free-living honeybee colonies and will provide invaluable results from which wild honeybee research and conservation will move forward.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? N/A.**

- As part of an Earth Day event on site in Apr 2023, a qualified ecologist provided a presentation to employees on biodiversity asking what exactly it is and why does it matter.
- A summer edition of our internal biodiversity newsletter Beacon, showcasing the efforts on our site, was communicated to interested employees.
- A dedicated page on the company's intranet on the Beacon has been launched showcasing the site current projects, future projects, upcoming events, etc. in relation to biodiversity and conservation.
- Several 'Lunch & Learn' workshops were ran for interested employees throughout the year. During Earth Day celebrations in April 2023, we ran two 'Lunch & Learns' in the Roche Castle Woodland area with our landscape gardener. To mark National Biodiversity Week in May 2023 we held a 'Lunch & Learn' in the wildflower meadow with our beekeeper.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? IN PROGRESS.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.** However in 2021, dedicated workshops were run which demonstrated to interested employees the steps in completing a FIT count survey including a count in the field. A dedicated quadrat has been erected in a suitable location specifically for this monitoring. We also purchased resources for employees to use. It is planned to begin recording data in April 2024 when the season for recording this survey commences again.
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.** However, this is a monitoring scheme that will be reviewed in 2024.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? IN PROGRESS.**



**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

A Biodiversity Strategy/Plan was completed incorporating the All-Ireland Pollinator Plan, which was signed off by the Board and now represents the Biodiversity Pillar within our Sustainability Strategy.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- A tree survey is planned in 2024 to review the status of the trees affected by Ash Dieback and to determine any actions that might be required.

		<ul style="list-style-type: none"> <li>• The use of fertilizer on site being reviewed to find opportunities to reduce use where possible.</li> <li>• The use of organic fertilizer is being reviewed for the site to reduce/eliminate the use of chemical fertilizer.</li> <li>• Alternative technologies to herbicides will be assessed in relation to weed killing on site with the aim that the site will be glyphosate free by 2024.</li> <li>• Continue to work with NUIG researchers on the 'Outside the Box' project and organise a site visit for researchers to the site in 2024.</li> <li>• Scope for the possibility of developing a vertical garden in our multi-story carpark. The vertical garden would potentially provide new habitats and potential forage for pollinators.</li> <li>• It is planned to run more 'Lunch &amp; Learn' workshops on biodiversity related topics.</li> <li>• Talks and communication events are planned for the annual Earth Week and EHS Week events in 2024.</li> </ul>
254	<b>Rohan Estate Management Ltd.</b>  	<p>Signed up July 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b>  <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>• <b>B</b> - We have introduced No Mow May in May of this year and</li> <li>• <b>C</b> - introduced new pollinator plants within our estates under management.</li> </ul> <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b>  <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> </p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have included signage throughout our estates noting pollinator friendly locations and also advised occupiers of the importance of planting pollinator friendly planting.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b>  <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b>  <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? NO.</b></li> </ul> <b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b> </p> <p><b>*BIODIVERSITY GOVERNANCE</b>  <b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b> </p>
255	<b>RTÉ</b>  	<p>Signed up June 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b>  <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> </p>

- **A** – We are managing our native hedgerows for pollinators and have retained Bramble and Ivy.
- **B3** - We continued to restrict mowing not only on our Donnybrook site but also now in some of our regional sites.
- **C9** - We maintain a native wildflower meadow at our main entrance which guests and staff pass by on a daily basis.
- **E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**F18** - Through our internal staff intranet we published guidance advising staff how and where they could 'Pledge for Pollinators' and links to the main site:  
[www.pollinators.ie](http://www.pollinators.ie)

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We have accessed the site and viewed local pollinator species.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** It is an agenda item on our Green Broadcaster Meetings which is a group of both internal and external stakeholders charged with setting and tracking RTE's sustainability goals which include a section on biodiversity. The pollinator plan is a key component of the biodiversity pillar.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We plan to engage with our suppliers, invite them to sign up to AIPP and deliver evidence-based actions such as supplying Peat-free compost, eco-alternatives to pesticides and/or Provenance-Irish trees.
- We will start to track and manage invasives on our site via [www.invasives.ie](http://www.invasives.ie)
- We will continue to roll out reduced mowing to our regional sites.

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**Rubalcava  
Heritage Services**



Signed up June 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - In my own garden I continue to protect and manage for pollinators/wildlife.
- I continue to practice a reduced mowing regime, and monitoring what native flora emerges and what insects (butterfly, bee or grasshopper) visit the garden.

- **B** - I continue to help my partner convert his field to a long flowering meadow by collecting and dispersing yellow rattle sown 2 years ago.
- **C** - In addition, I have collected locally sourced native tree seed and have started a tree nursery.
- **C** - Earlier in 2023, I planted a native mixed hedgerow.
- **F** - Through work, I have worked with groups encouraging positive actions for pollinators. I have trained Scout Leaders with a view to passing on the knowledge and skills to the scouts in the following: how to plant and propagate pollinator friendly shrubs and herbaceous perennials, plant up pollinator friendly baskets. I have also trained them how to complete the FIT Counts.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. I collected from local sources.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** My partner is a beekeeper and an active member of NIHBS. While I understand that honeybees are a managed species, I still believe the importance of maintaining as much as possible the genetic diversity within each species. I believe Apis mellifera mellifera are under threat from other Apis mellifera sub species.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

I frequently use my social media to promote the actions I take to protect pollinators and raise awareness of the huge importance of native wildflowers and indeed early flowering trees, dandelions, willows for example.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES. And I have updated actions.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES. How many? I trained 8 people.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO. But I will in 2024.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- To continue managing my and my partners green spaces for pollinators.
- To replace dead plants with new pollinator friendly plants
- To train more people how to do a FIT count and also to do more myself
- In partnership with a neighbouring farmer, replace a newly planted (his) Cherry Laurel hedge with a mixed native/Hawthorn hedge.

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SAP Landscapes



Signed up June 2019

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**A** - We established four areas with long flowering meadows; our largest long flowering meadow is in its third year of a pollinator friendly regime, and we observed much more flowers than in the first year.

A - We are maintaining our existing pollinator friendly flower beds and planters.  
A - Our stock nursery is constantly rotating new pollinator friendly flowers that stay with us until they are planted in their final destination.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We do not have beehives at our offices.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We are continuing to communicate pollinator friendly actions with our clients and helping them with their approach and actions for pollinators.
- We are communicating biodiversity actions with our teams and upskilling in relation to maintenance approaches including for pollinator friendly flowers, hedges, long flowering meadows etc.
- We visited two local primary schools and their youngest students, to whom we explained the importance of solitary bees and actions which they can take in their gardens.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

In 2024, we plan to:

- Continue to support our clients' biodiversity initiatives and to assist them in implementing pollinator friendly actions.
- Our pollinator initiative and employee communication will continue into next year.
- The development of long flowering wildflower meadows.
- Planting pollinator friendly bulbs in our amenity lawns.
- Continuing to engage with Business for Biodiversity and progress identified actions.

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Savills



**SITE: 13-16 City Quay Dublin**

**Signed up July 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - We have planted pollinator planting that flower throughout each season; SPRING-flowering pollinators are Crocus & Tulip / Muscari Blend. SUMMER-flowering pollinators are Lavender, Thyme, Parsley, Rosemary, and Chives and AUTUMN-flowering pollinators are Silver Birch.

**SEE ALSO: Kennedy  
Wilson listing**

- A - We committed to protecting and enhancing existing areas within our outdoor space that are already good for pollinators; this was done through maintaining hedgerows for pollinators and increasing the number of Bee/Bug Motels to 9.
- E - We also eliminated the use of herbicide where possible.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** Native Irish Wildflower Seeds were distributed to Staff on World Bee Day. We also installed an Herb Garden with the produce being used in our staff kitchen and eliminate the use of herbicide on site.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We have increased the number Bug motels on site. N.B., we do have 2 hives on site which we use as part of CSR but will not increase numbers moving forwards.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have the Business supporter logo for the Pollinator Plan on display in our Reception.
- We held an information session [Lunch & Lean workshop] for employees on bees/biodiversity which was delivered on World Earth Day.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? N/A.
- Did your business participate in the Bumblebee Monitoring Scheme? N/A.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Schneider Electric**



Signed up March 2021  
Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **IN TRAIN.**

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? YES/NO.**

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have taken part in the Host in Ireland DCs for Bees Orchards in the community initiative. We have pledged support for the planting of 100 Orchards for the Winter 2023 initiative. Each orchard has 3 varieties of apple tree plus one plum tree and a pear tree. 20 of those orchards will be planted by staff in Galway, 14 orchards will be planted by staff in Maynooth and the balance of 66 orchards being planted by community groups and schools across the country through Host in Ireland This is an initiative that gets fantastic engagement by customers, staff, and local communities.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO. But we I will ensure that the orchards which will be planted late November are mapped by those that receive them.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES/NO.

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Seeds Ireland



Signed up October 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- C - Since the last report, like last year, we renovated another large bed that contained some poor growing buxus hedging that were surrounded by pebble. It was an area that would not have been of much benefit to pollinators. We filled this bed with non scripta bluebell bulbs, Galanthus Nivalis bulbs, alliums, muscari armeniacum (these being the most beneficial to pollinators) and also lots of other flower bulbs. As the bulb plants were dying off, we over-sowed Crimson clover and Phacelia into the bed.
- E - Any weed removal done throughout the year was done by hand without the use of chemicals. We removed a large amount of bindweed by hand that was growing through hedging that borders the property. As of now, the hedge is completely bindweed free.
- C - We continued to maintain previous actions such as continuing to plant pollinator friendly plants in our previously renovated bed and also in a multitude of pots.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** NO. Last year we sowed a bed of wildflowers in place of a Buxus/pebble bed. This year some of the same wildflowers grew back as volunteers. Instead of sowing a wildflower mix again, we sowed more specific pollinator friendly plants that included perennials as well as annuals. We did sell a wildflower seed mix on our website that as far as I am aware has no invasive species in it.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We do not have any honeybee hives.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We donated pollinator friendly flower bulbs to the Tidy Towns committee in our local town of Patrickswell in Limerick.
- We added Rhinanthus minor (Yellow Rattle) to our seed collection for sale. We sent multiple communications to customers on how this is can be a beneficial plant to grow in grassland.



- We sent multiple communications to customers explaining the methods on how they could save their own seed and in turn protect biodiversity by doing so.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](https://biodiversityireland.ie))?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO. But we intend to do this in 2024.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO. We need to make a sustainability strategy as a business.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Add more flower seed varieties that are native to Ireland to our seed collection.
- Engage more and become more familiar with the AIPP as we have taken some actions that we thought were in line with it but may not be. A better understanding of the plan is needed.
- Encourage our customers to participate in the plan through a series of email.
- Add more details to our flower seed listings in relation to their benefit/no benefit to pollinators.

261

**Servier (Ireland)  
Industries Ltd.**



Signed up October 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - Servier maintain 1438 m<sup>2</sup> of old growth hedgerow, some of which dates back to the 1700's, around a 60-acre site located on the outskirts of Arklow town. The hedgerow contains many native species such as hawthorn, holly, blackthorn, elder, bramble, rowan, ivy, dog rose and spindle.
- The site also includes a mature orchard containing apple, plum and cherry as well as raspberry and blackcurrant bushes and a vegetable garden.
- **B** - Across the site, a transition from grassland to flowering meadow (clover, self-heal, dandelion and daisy) is ongoing. Currently, just over 32000 m<sup>2</sup> is managed as long flowering meadow. Grass cutting has been reduced to the verges around grassland.
- **C** - There are 26 containers and hanging baskets across the site which offer perennial flowering plants as an additional food source for pollinators.
- **E** - Servier restrict herbicide use to spot spraying on small areas of paving. Eco-friendly alternatives are currently being investigated.

In recognition of measures taken to protect and increase the number of species and for habitat creation and management, Servier were awarded a Biodiversity, Wildlife and Natural Amenities Certificate from Wicklow County Council in February 2023.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** As an alternative to wildflower seed mixes, Servier donated site-grown oak saplings to employees. Servier also participated in the 100 Million Trees Project planting 1515 native Irish trees on site in March of this year. Servier are partnered with Gorey and Arklow Tidy Town committees.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO. Servier maintain 6 beehives (black Irish native bees) which are managed

by a local beekeeper. Proceeds from the sale of honey are donated to Arklow Cancer Support as part of our CSR initiative.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- During Green week, there were communications from the environmental committee on pollinator friendly actions and on the threat of extinction to one third of our wild bee species.
- A children's colouring competition was organised with every participant receiving a bee garden ornament to raise awareness.
- 10 signs created from AIPP templates are posted across the site.
- In addition, a totem pole, topped with a butterfly and a bee sculpture aim to remind all about the importance of protecting our pollinators.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.**

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**Shaffrey  
Landscaping Ltd.**



Signed up April 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B - We have not mowed the grass around our office since April
- We have planted over 12,000 sq metres of native wildflower seed across a range of Client sites.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We only use native wildflower mixes supplied by Design By Nature to ensure we do not introduce non-native species.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We continue 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.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- 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.

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**Shannon Estuary  
Way Retreat**



Signed up May 2022

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A – Maintaining a planted wildflower garden
- E - Created banks and bee hotel.
- C - Planted indoor seedlings for flowers that attract bees.
- Observing bees in the garden.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES. We planted specific pollinator-friendly plants in our wildflower garden.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023? Attended online courses.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. Monthly March-October.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES/NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

- Learn more and apply actions according to bee pollination regulations.
- Raising awareness in Schools in work and in the community.

264	<b>Shannon Heritage, Bunratty Castle &amp; Folk Park</b>	<p>Signed up February 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b> <b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - We have retained what is great on site in 2023. At Bunratty Castle and Folk Park we continue to preserve the numerous natural habitats throughout our 26-acres. As a heritage site showcasing, for the past 60 years, life in Ireland and traditional farming methods (15<sup>th</sup> to 19<sup>th</sup> century) we highlight the pioneers of biodiversity - our forefathers.</li> <li>• <b>C</b> - Planting more spring bulbs to provide early food for pollinators in Spring.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> We did not sow wildflower seed mixes.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> We do not have honeybee hives.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Scheduled talks around actions taken to school tours and to coincide with events such as National Heritage Week.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <ul style="list-style-type: none"> <li>• Continue to maintain and preserve our historical exhibits while providing natural habitats for our wildlife and attracting many more pollinator visitors.</li> <li>• Increased coverage and airtime on our initiatives across our social media channels and websites.</li> </ul>
265	<b>Shoes for Crews</b>	<p>Signed up March 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b> Shoes for Crews is delighted to continue to support the All-Ireland Pollinator Plan 2021-2025. We are in the process of an office move and will re-engage more fully in 2024.</p>

**Showgrounds  
Shopping Centre  
Clonmel**



Signed up February 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In 2023, our business has actively engaged in several evidence-based physical actions to support pollinator biodiversity:

- **C - Enhancement of Floral Diversity:** We have augmented the variety of plants in our front landscape, ensuring a robust selection of native, pollinator-friendly flora that provides a continuous bloom throughout the seasons. This not only contributes to the aesthetic appeal but also offers a rich foraging habitat for various pollinators.
- **A - Maturation of Existing Plantings:** The plants introduced in 2021 have matured, creating denser and more expansive vegetation. This natural progression has led to increased pollinator activity as the flora has become more established, providing greater shelter and resources for pollinators.
- **B - Development of a Fallow Area:** Adjacent to our Centre, we have dedicated a fallow area where we allow the grass to grow naturally. Over time, this has resulted in the emergence of spontaneous plant growth, which has now formed a valuable pollinator patch. This untouched space mimics natural habitats, which are crucial for local pollinators, offering them a safe haven to thrive without the threat of landscaping or pesticides.
- These initiatives are part of our ongoing commitment to the All Ireland Pollinators Plan, demonstrating our pledge to create and maintain an environment where pollinators can flourish.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** While we appreciate the role of honeybee hives in pollination, we recognize that they are managed pollinators and can present competition for resources among wild bees. Given our position as a bustling shopping centre, it is imperative for us to manage bee populations responsibly to ensure the safety of our customers and the wellbeing of local biodiversity. In 2023, we have decided not to establish our own apiary. Instead, we have established a partnership with our local beekeeping association. This collaboration ensures that any hives that emerge within our vicinity are managed expertly, minimizing the risk of competition with wild pollinators and maintaining ecological balance. Our approach aligns with best practices for pollinator biodiversity and underscores our commitment to sustainable environmental stewardship.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2023, our business has taken the following evidence-based communication actions to promote pollinator biodiversity:
- **Display of Certification:** We proudly exhibit the Pollinator Certification on our public notice board. This is a strategic placement as it garners high visibility from our customers and staff, serving as a daily reminder of our commitment to pollinator-friendly practices.
- **Social Media Engagement:** We actively utilize our social media platforms to share updates and information about our involvement with the All Ireland Pollinators Plan. This includes posting about the progress of our pollinator-friendly spaces, sharing educational content about the importance of biodiversity, and

celebrating our partnership with local beekeeping associations. Through these efforts, we aim to raise awareness, inform our community about pollinator conservation, and inspire similar actions from other businesses and individuals.

- By employing these communication strategies, we strive to keep our community informed and engaged with our biodiversity initiatives, thus amplifying the impact of the All-Ireland Pollinators Plan.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? NO.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.** Consultation with Experts: During the redevelopment phase, we held consultations with our landscape contractor to ensure that the selection and arrangement of our plants were reflective of the Pollinators Plan. This careful planning was crucial to create an environment conducive to pollinators.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- While our physical space for expansion is limited, our commitment to pollinator biodiversity is not. For 2024, we propose the following actions:
- Continued Growth and Monitoring: As the plants in our front landscape mature, we anticipate an increase in pollinator activity. We will continue to monitor this growth and its impact on local biodiversity, making adjustments as needed to ensure it provides the maximum benefit for pollinator species.
- Educational Outreach: We aim to leverage the increase in pollination as a real-time educational opportunity. Plans include creating informational signage that explains the relationship between the growing plants and pollinator activity, thus raising awareness among our customers and the community.
- Collaborative Efforts: We are considering engaging with initiatives like Business for Biodiversity Ireland to explore how we can further our impact beyond our immediate footprint. By joining a network of businesses dedicated to biodiversity, we can contribute to and learn from the collective experience and actions of other organizations.
- Sustainable Maintenance: We will seek to implement sustainable landscape management practices, such as reducing mowing frequency in certain areas and introducing more native plant species that require minimal upkeep but provide maximum value to pollinators.
- Through these proposed actions, we aim to solidify our role as a local leader in pollinator conservation, despite our spatial constraints.

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**Siemens  
Healthcare  
Diagnostics  
Manufacturing Ltd.**



Signed up May 2018

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

#### **UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B - Reduced mowing in certain areas to allow for the regeneration of wildflowers.
- A - Managed two dedicated wildflower meadows.

- C - Increased pollinator-friendly planting using native plants.
- D - Additional Bee Hotels for solitary bees.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We requested our landscaping contractor to source native wildflower seeds.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have introduced solitary bee hotels; however, we still maintain several apiaries onsite.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The majority of our external communications have been within other Siemens Healthineers organisations.
- While we have partnered up with Prosper Fingal and a local creche allowing both organisations to use our green spaces.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? NO.** Not yet.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** Not in 2023
- **Did your business participate in the Bumblebee Monitoring Scheme?** Not in 2023

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.** Not yet.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Our initiatives for 2024 have not been fully finalised however we will seek to align our action plan with the AIPP 15 point action plan.

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Sigma Aldrich  
Ireland Ltd.



Signed up March 2023

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In 2023 Merck took physical action in helping pollinator diversity by adding

- **C** - hanging baskets around different locations throughout the site, flower troughs were also put in different areas, both troughs and baskets were filled with pollinator friendly plants and flowers that are a known source of nutrition to pollinators. There was also more lavender planted which was a big hit with different types of insects notably bees.
- **B** - When it came to the cutting of the grass on site different areas were left to grow longer in an effort to help the biodiversity in the grass areas we have on site. We plan next year to have a "No Mow May" to further help elevate these efforts.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** As mentioned, we sowed hanging baskets that had native species flowers that were pollinator friendly and proven to be a good source of nutrients for the insects.



**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES. An alternative action to managing honeybee hives would be how we tended to our native hedgerows. We let the natural hedgerows flower during the spring which is a great source of nutrients for wild bees after they arise from hibernation. We have discussed with the gardener to keep the cutting of these natural hedge ways to one cut every 3 years.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

In the spring a communication was sent out site wide on the weekly newsletter to inform employees about the pollinator friendly activities that were being implemented on site and also how each employee could get involved with simple activities at home such as No Mow May.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Plant more pollinator friendly flowers around the site in flower beds, throughs, hanging baskets and raised beds. Leave hedgerows to bloom in May and continue to cut back on the cuts (once every three years). Leave grass areas to grow out and not be in a rush to cut the grass in order to let wildflower become more abundant. Plant more Lavender throughout the site. Keep track of the different species of bees that visit the flowers throughout site and watch their behaviour such as which flowers they seem to frequent the most.

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**Sigma Retail Partners**





Signed up January 2020



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





**UPDATE 2023**




**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – we are protecting all existing areas and reducing any chemical usage in that area
- **B** - Action 2; we have approximately one third of an acre which we have mowed less and erected signage explaining why.
- **A & C** - We invested last year in increasing this planting type, no new planting this year
- **D** - We have finished work to a banked area increasing protection areas to allow solitary bees to nest there.
- **E** - We have continued to ensure that pollinator supportive cleaning products and processes are used on site by our landscaping contractors.

	<p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>We have posted content on our company and retail park websites &amp; social media channels. We have provided information internally to staff in Sigma Retail Partners on benefits which can be used on other properties we manage and at home.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts?</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme?</li> </ul> <p>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024?</p> <p>We will be providing more education to customers as part of onsite activities and communications. We have asked our landscaping contract to map invasives and will discuss a strategy with them on managing invasives.</p>
<p>269b</p> <p><b>Sigma Retail Partners</b></p>  	<p>Signed up January 2020</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• A – we are protecting all existing areas and reducing any chemical usage.</li> <li>• B - action 2; we have mowed less frequently in this area.</li> <li>• A &amp; C- No new planting this year.</li> <li>• D – Site is all grass - not suitable.</li> <li>• E- We have continued to ensure that pollinator supportive cleaning products and processes are used on site by our landscaping contractors.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</p> <p>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <p>We have posted content on our company and retail park websites &amp; social media channels. We have provided information internally to staff in Sigma Retail Partners on benefits which can be used on other properties we manage and at home.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p>

		<p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts?</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme?</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES/NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Examining with landscaping consultant the introduction of a few pollinator shrubs and flowers around suitable areas.</p>
269c	<p><b>Sigma Retail Partners</b></p>  	<p>Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p>1a. Which evidence-based <a href="#">PHYSICAL (A-E)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</p> <ul style="list-style-type: none"> <li>• A &amp; E – we are protecting all existing areas and reducing any chemical usage.</li> <li>• B - we have mowed less frequently in this area.</li> <li>• A &amp; C - No new planting this year.</li> <li>• D – Majority grass - not suitable.</li> <li>• E- We have continued to ensure that pollinator supportive cleaning products and processes are used on site by our landscaping contractors.</li> </ul> <p>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</p> <p>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</p> <p>2. Which evidence-based <a href="#">COMMUNICATION (F)</a> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? We have posted content on our company and retail park websites &amp; social media channels. We have provided information internally to staff in Sigma Retail Partners on benefits which can be used on other properties we manage and at home.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p>3. Have you mapped (mandatory) actions on <a href="https://biodiversityireland.ie">Actions for Pollinators (biodiversityireland.ie)</a>? YES.</p> <p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts?</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme?</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES/NO.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Examining with landscaping consultant the introduction of a few pollinator shrubs and flowers around suitable areas.</p>

269d	<b>Sigma Retail Partners</b>    	<p>Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> – We are protecting all existing areas and reducing any chemical usage in that area.</li> <li>• <b>B</b> - Small element of grass on site.</li> <li>• <b>A &amp; C</b> - No new planting this year but last pollinator plants have grown.</li> <li>• <b>D</b> – Insect hotel on site - no new residents noted!</li> <li>• <b>E</b>- We have continued to ensure that pollinator supportive cleaning products and processes are used on site by our landscaping contractors.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We have posted content on our company and retail park websites &amp; social media channels. We have provided information internally to staff in Sigma Retail Partners on benefits which can be used on other properties we manage and at home.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> On site meeting with landscape team to identify areas alongside council run roadway strip with bus stop and whether we can elicit change there.</p>
269e	<b>Sigma Retail Partners</b>    	<p>Signed up January 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> – we are protecting all existing areas and reducing any chemical usage in that area.</li> <li>• <b>B</b> - we have grass verges alongside car parking areas, we are mowing less and erected signage explaining why.</li> <li>• <b>C</b>- we invested previously in wildflower mix for that area, this year minimal top up done to address fallow areas of flowers.</li> <li>• <b>D</b> – nothing.</li> </ul>

		<ul style="list-style-type: none"> <li>E - We have continued to ensure that pollinator supportive cleaning products and processes are used on site by our landscaping contractors.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We have posted content on our company and retail park websites &amp; social media channels. We have provided information internally to staff in Sigma Retail Partners on benefits which can be used on other properties we manage and at home.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts?</li> <li>Did your business participate in the Bumblebee Monitoring Scheme?</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>We will be providing more education to customers as part of onsite activities and communications.</p>
270	<b>SIRO</b>    	<p>Signed up August 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>No outdoor/physical actions have been taken this year. SIRO leases our office space, and we have limited influence on actions undertaken within the business park although we continue to liaise with the business park manager. Our infrastructure footprint is limited to small compounds within ESB's network. Operating within ESB's property limits our ability to undertake physical actions on site as we don't have operational control over the locations. Furthermore, compounds are typically concrete and due to safety requirements associated with operating within live electricity networks, planting and other physical actions can pose HSEQ risks. SIRO will continue to investigate options for undertaking physical pollinator-biodiversity actions in 2024.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? No outdoor/physical actions were undertaken this year.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? No outdoor/physical actions were undertaken this year.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p>

In 2023, we have:

- Raised awareness in our supply chain by: engaging with 100% of our build contractors. During quarterly build meetings we have invited all contractors to sign up to the AIPP and deliver evidence-based actions on their sites. We have developed a bi-annual ESG audit that includes records of which contractors have signed up to the AIPP.
- Raised awareness in our local community by: sponsoring a national Pollinator Project in collaboration with **Biodiversity in Schools** through which we trained 3,500 school children as Pollinator Ambassadors. This project included sending school kits to 2,500 children and providing school visits to 1,000 children, with a further 323 schools taking a Pollinator Pledge. School kits were sent to schools in every county across Ireland and school visits were undertaken in 5 counties. For more information see: <https://www.biodiversityinschools.com/pollinator-project.html>
- Raised awareness with our colleagues by: holding a Biodiversity 101 workshop which included extensive details on SIRO's business partnership and commitments under the AIPP. Colleagues were also engaged for No Mow May and World Bee Day where they were given resources and guidance on undertaking science-based actions at home and encouraged to map their actions on biodiversityireland.ie.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

##### **3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

Please note that as our 2023 actions are evidence-based communication actions, the site polygon remains the same as that mapped in 2022. However, site information has been updated to capture all actions undertaken in 2023.

##### **4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

##### **5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? NO.**

As we have not undertaken counts or monitoring on site, we have not mapped pollinator species. It was unclear how to 'locate' our site without identifying pollinator species.

#### **\*BIODIVERSITY GOVERNANCE**

##### **6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

##### **7. What are your proposed pollinator-biodiversity action(s) for 2024?**

In 2024, we propose:

- **Increased outdoor activities on other sites** – We will continue to investigate options to overcome current barriers in undertaking physical outdoor pollinator activities. We will continue to liaise with ESB on opportunities for pollinator-biodiversity actions on sites.
- **Increased Communication Actions** – We are investigating opportunities to sponsor the planting of bulbs/shrubs on the land of a local charity or school.
- **Increased Community Engagement** – We are again sponsoring a national Pollinator Project in collaboration with Biodiversity in Schools <https://www.biodiversityinschools.com/pollinator-project.html>. We are aiming to increase the reach of the project by engaging with our contractors to also contribute to the project.

- **Increased Employee Engagement?** – We will continue our employee engagement activities and will hold another pollinator workshop in 2024 to educate our colleagues on AIPP.
- **Increased Supplier Engagement?** – We will expand our supplier engagement strategy by inviting our material suppliers to participate in AIPP (currently only site contractors have been engaged).

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## Slieve Elva B&B



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

### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/organisation taken in 2023?

**A & B – Retain what's great/reduced mowing:** We have 6 acres of field which isn't cut at all and left in its natural state.

#### **C - Pollinator-friendly planting:**

- Hanging baskets and flowerpots are placed around the building.
- Several types of flowering bushes are placed around the entrance and front of the house.
- 2x 3m patches of Lavender are kept in good condition.
- A polytunnel 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.
- On top of the 15 native apple trees that have been planted before, another 8 have been planted on top of that.

#### **D - Nesting sites:**

- 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.
- Works on the Organic natural pond with regeneration zone and wetland filter have begun.
- Soil removed from the pond is partially banked and will be used as bare soil bank for nesting of pollinators like mining bees.
- Cuttings from bushes have been piled up and can be used by animals, insects, throughout the winter.

**E - Eliminate pesticides:** We've eliminated all use of pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We've **never** used wildflower mixes so far. By doing the no mow months and dedicated meadow patches we've plenty of local wildflowers growing. For the first year we even found wild orchids in our garden. We recently went to a talk of a local biologist and ecologist and our kids put together a mix of locally harvested wildflower seeds to spread out in the garden.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** All actions taken on the property here are all aimed at our wild pollinators. There are no honeybee hives around.

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- 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're 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.
- We regularly take part in activities organised by them like harvesting local seeds (yellow rattle for example), joining in insects/wildflower counting...Actions we took ourselves regarding biodiversity and sustainability are communicated to the wider public through our own social media and website. We recently did a FIT count and are often reporting sightings on the National biodiversity database.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES. How many? **3**
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO. We recently went through the online course but haven't signed up yet as we've been too busy with the business.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Finishing our pond and bog filter with native plants. Plant some more native woodland trees. Help create awareness in local community.

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**SMB Landscapes Ltd.**



Signed up February 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B** - We have started reduced mowing across our site,
- **F** - increased signage highlighting biodiversity to our staff and clients. Eco friendly sprays are now being used in as many applications as possible.
- **A** - We are not cutting our bramble hedgerows for the foreseeable as bumblebee activity has increased within them.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?** We have carried out talks with our clients and staff highlighting the benefits of biodiversity going forward and how we can all implement it into our lives.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. How many?  
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**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Track, map & manage invasives [www.invasives.ie](https://www.invasives.ie)

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**Sonova Consumer  
Hearing Ireland  
Limited**



Signed up June 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- This year we participated in No Mow May: we did not mow the grass for 7 weeks from the middle of April until the start of June. Many wildflowers grew throughout the site and visitors and contractors to the site gave positive feedback on our actions and some even said they would look to do the same at their business.
- We also have a site beside the facility, which is being left to nature, trees growing, meadow growing wild. Hedgerow around facility growing wild (bramble, ivy, elder, etc.).
- We again have not used any pesticides or herbicides on site.
- We also planted five flowerbeds with pollinator friendly plants (Lavender etc.) and had downloaded posters from your website and had signage made up (No Mow May, Managed for Wildlife etc.).

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** No wildflower seed mixes were sown on site.



**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** No honeybee hives were introduced on site.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Did employee informational communications for No Mow May, World Bee Day and Biodiversity Week.
- Encouraged employees to 'Pledge their Garden' and
- gave loads of information on biodiversity, pollinators and their importance and info on things people can do to help and support pollinators and biodiversity at home and informed everybody on the actions we have been taking as a company.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

		<p>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? <b>NO.</b></p> <p>5. Have you located your site/identified pollinator species on <a href="https://biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? <b>NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? <b>NO.</b></p> <p>7. What are your proposed pollinator-biodiversity action(s) for 2024? Continue with the actions we have done this year and build upon them. Possibly sponsor local charity or schools to purchase pollinator friendly bulbs, plants.</p>
274	<p><b>Sow Diverse</b></p> 	<p>Signed up February 2022</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p>Sow Diverse is delighted to give ongoing support to the All-Ireland Pollinator Plan and will continue to do so into 2024.</p>
275	<p><b>Spirit AeroSystems</b></p> 	<p>Signed up July 2022 – <b>NEW business supporter</b></p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>As the first year as part of the All-Ireland Pollinator Plan, we are developing a biodiversity masterplan that will be adopted across all sites. The first actions on this masterplan have been started.</p> <ul style="list-style-type: none"> <li>• <b>B</b> - Working along with our contractors we have implemented: targeted areas of reduced mowing. As a trial for the first year, we have allocated 240m<sup>2</sup> of grass as No-Mow. This year a one metre margin along the 240m boundary has been left uncut, while the centre is still mown infrequently. The plan is to reverse this policy next year to have an increased area. Species present include birds-foot trefoil, self-heal, yarrow and ribwort plantain.</li> <li>• <b>C</b> - Tree planting volunteer day in April at Glas-na-Braden, Newtownabbey.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> There was no wildflower actions. We have read the AIPP guidance and will consider for future actions.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> Not applicable. We have never considered honeybee hives as an action on site.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• Signage has been erected at designated No Mow areas, to inform staff that the grass is being managed for pollinators.</li> <li>• Development of company wide biodiversity Policy which has been signed by senior management. This will be communicated to the business and displayed across site on Environmental notice boards.</li> <li>• Promoting biodiversity initiatives &amp; volunteering opportunities via Environmental Working Group (EWG) forums.</li> </ul>

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** The AIPP is part of our Sustainability masterplan.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Increase area of No Mow at designated grass areas. Reversal of current policy with margins to be cut in-frequently and centre of grass area to be left uncut.
- Work with on-site contractor to reduce use of pesticide on site.
- We have identified area of gravel along boundary with ruderal and scrub vegetation. Propose to leave this area to grow naturally.

276

**SSE Wind  
Generation**



Signed up November 2018

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

SSER took part in the Wind Energy Ireland 'Wild Bee Nursery' pilot project, a follow-on project from the All-Ireland Pollinator Plan Guidelines for Wind Farms [Wind-Farm-Pollinator-Guidelines-pdf \(pollinators.ie\)](https://pollinators.ie).

- Action 5 (Provide nesting spaces for wild bees) and
- Action 6 (Raise awareness) have been implemented by creating solitary bee nest boxes through a collaboration between Dunneill Wind Farm and the woodwork students of local Colaiste Iascaigh.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

SSER undertake environmental education at some wind farm sites and through our partnership with EcoEd4All Environmental programme. We raise awareness about biodiversity and the value of pollinators in food production and for native plant pollination. We highlight the threat that wild bees are experiencing and simple actions that can be taken to protect and provide suitable habitats.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)? IN PROGRESS.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES/NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO.** Our ultimate goal at SSE Renewables is to achieve Biodiversity Net Gain across all of our operations, from new developments to operational sites, and across all technologies and geographies. As part of our comprehensive 10-point plan we have committed to collaborate with partners to identify biodiversity improvements on operational sites. Actions like protecting high quality habitats that are important for pollinators will form part of this work.

277

**Statkraft Asset Management Ltd.**



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have eliminated the use of herbicides and pesticides on new sites. We use alternative methods to remove trip hazards.
- We continue a cutting plan for hedgerows on site.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We have raising awareness with our colleagues through visiting one of our construction sites and building bee/insect hotels within the Biodiversity area onsite.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.** Strategy currently being developed.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Installing bee hotels.

278

**Strand Homes**



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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **C** - We are continuing to plant each garden with our own pollinator friendly and native plants.
- **F** - We have ensured staff within the business know what our actions are and we have recently instructed a landscaper onsite to ensure we are following the guidelines.
- **F** - We have recently updated our garden guides for our customers. These are used to inform on how to care for their biodiversity enhanced gardens and how they can play their part in protecting our pollinators. We also promote biodiversity through our social media platforms.
- **F** - We held a bug hotel workshop at our onsite polytunnel. Pupils from a local school came to site to find natural materials such as twigs, pinecones and small logs to create habitats for our pollinators. The bug hotels were placed in a local area to enhance the biodiversity.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We launched a newsletter within our development and in this, we are making our residents aware of the actions they can undergo to take part in the All Ireland Pollinator Plan. We included information on the FIT counts and the Pledge Your Garden.
- This year we updated our garden guides for customers to ensure they know how to care for their gardens.
- Working alongside a local school we created worksheets on the importance of pollinators and how to build a bug hotel.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

Moving into 2024, we plan to continue our efforts in protecting our pollinators and keeping momentum when it comes to educating our residents, the local communities and schools with the use of our polytunnel area.

279

**Stryker (Limerick)  
Ltd.**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



- **A** - We have a tiny forest on-site that includes native Irish shrubs, trees and flowers and have done work this year to preserve it. We had a visit from Tidy Towns who informed us on what we would need to do to maintain and preserve this patch of pollinator-friendly land.
- **C** - Action 7. We distributed 400 native Irish saplings gifted to us by the Tree Council of Ireland to employees on-site. The majority of these were taken home to increase the biodiversity in their gardens at home, but a few new native trees were planted on-site this year.
- We also planted pollinator friendly bulbs on-site.
- **B** - We participated in No Mow May, and let a large portion of land on-site grow without being mowed.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. See evidence-based actions above.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We organised an event for World Bee Day. We handed out leaflets with instructions for how to increase biodiversity at home in gardens. We also raised awareness of pollinator decline and how important it is to create habitats for pollinators at home.
- We invited children from a local primary school on-site to learn about pollinators from one of our engineers who is an avid beekeeper. They also planted pollinator-friendly bulbs on-site.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES/NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** YES/NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES/NO.

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

280

**Sustainable Travel Ireland**



Signed up August 2021

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

#### **UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We are an office-based operation and do not have any outdoor spaces, however we have bird nesting boxes in a tree in front of our office which was occupied by birds this year.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**



- We encourage our members to become supporters of the AIPP as part of their commitment to supporting biodiversity. This encouragement is usually shared during our policy and action plan workshops as well as when providing feedback to client's individual sustainability policies.
- We ran a A-Z of Biodiversity Webinar August 30th 2022 with Dr Una FitzPatrick, National Biodiversity Data Centre with almost 100 attendees. Here is [one of our social media posts related to the event](#).

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](#))?** We've done this the year before last and it hasn't changed so let us know if we need to update this.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**  
N/A.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(\[biodiversityireland.ie\]\(#\)\)](#)?** YES/NO.

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

It is part of our sustainability policy actions on biodiversity:

*'Since we are a business without physical land, we support Irish biodiversity and nature conservation by being a member of the All-Ireland Pollinator Plan and promote it to our members. We further encourage our members to adopt the relevant minimal impact Codes of Leave No Trace, marine megafauna viewing, bird watching, and on bogs, peatlands, and wetlands among others. As part of our commitment, we ask our members to engage in biodiversity conservation activities when working with us.'*

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Run AIPP webinar for 2024.
- I would like to suggest using more user-friendly survey tools like Survey Monkey or Google Forms etc. for a smoother and more efficient experience. These platforms offer better navigation, data collection and analysis capabilities than a word doc.

281

**Sweeney  
Landscape Design**



Signed up June 2019

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

#### UPDATE 2023

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** – retained and enhanced a woodland area on one of our projects. We are also retaining Nettle, Bramble and Ivy sections as key food sources.
- **A** - managing and planting native hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this on a number of projects
- **B** - designated 7000m2 across a number of our projects to create a naturally regenerated long wildflower meadow through **reduced mowing** (once a year).
- **C** - We have also planted a range of AIPP recommended (pollinator friendly bulbs/shrubs in planters/pots and hanging baskets (including perennials such as Bidens & Bacopas)
- **D** - We have also designated south facing earth banks (for solitary mining bees) on one site, allowed the bramble and ivy to remain adjacent to the stone wall

(for solitary bees). installed bee hotels at a number of projects including raingardens and green roofs

- E - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have sown yellow rattle seed on a number of sites and also have devised a calendar for grass cutting on most of our projects

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** And where possible we discourage bee hives especially on green roofs.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have encouraged some of our commercial clients to sign up to AIPP.
- We use peat free compost and encourage our clients to allow us use smaller size plants that we can source in Ireland.
- We try where possible to source our plants including trees and native hedging from the island.
- Working with some schools on climate resilience which includes rainwater planters and rain gardens all of which will have pollinator friendly planting along with some bug hotels.
- Give talks on green infrastructure and Biodiversity to universities and voluntary organisations.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.**

282

**Tate  
(Kingspan)**



Signed up April 2021

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

C - We will be planting a further 125 apple, pear and plum trees in the Peter McVerry facility in Kerdiffstown in November of this year. To date, we have planted 225 trees at this facility.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

As a company, we have a comprehensive Planet Passionate Programme which details all of our actions 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.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO. But our Planet Passionate Programme contains projects on protecting our natural world.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** At our site, we are limited as to what we can do to help pollinators as we are on an industrial estate without any greenery. In 2024, we would like to plant some trees and flowers at the back of our facility in an area where there is currently only gravel.

283

**Teleflex Medical  
OEM  
Annacotty**

**Teleflex®**

Signed up August 2022

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

**UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](https://biodiversityireland.ie) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B – Established and followed a Reduced Mowing schedule with a local contractor.
- C – Designed a pollinator-friendly flower bed, with native shrubs and trees chosen from the AIPP website.
- F – Sponsored potted planting for a local school and joined them on the day.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We chose reduced mowing to replace this action from last year.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** NO.

**2. Which evidence-based [COMMUNICATION \(F\)](https://biodiversityireland.ie) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We engaged with a local school, that we already had a relationship with, to talk about the AIPP and the actions Teleflex were taking to support. We sponsored a planting day, in pots to suit their school, and joined in with them on the day.
- Working with our local contractor to support the pollinators as they can regarding our site and structure their work according to the AIPP.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

We are hoping to continue with a reduce mowing schedule to encourage wildflowers to grow on site and protect our flowers and shrubs planted this year. In 2024, we look forward to running a workshop with our staff to promote pollinator awareness.

284

**Teva  
Pharmaceuticals**



Signed up May 2019

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A - We have retained a woodland area.
- A - We are also retaining Bramble and Ivy as key food sources.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We have sown a wildflower area at the entry point to our green space.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We have increased our apiary size from 2 hives to eight and plants apple trees as a food source.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Our new landscaper is aware of our membership with AIPP and in doing so will try support us in our targets for 2024.
- We have also engaged with a local Men's Shed group and have helped them set up an allotment on site where we have flourishing apple trees and blackberry hedge rows as a food source.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? YES/NO.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.



5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](https://maps.biodiversityireland.ie)? NO.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024?

We plan to become members of Business for Biodiversity and engage with them on how we can use our platform to improve biodiversity on site locally and share this with our international partners.

<p>285</p> <p><b>The Apple Farm &amp; Con Traas Ltd.</b></p> 	<p>Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>TBC (microenterprise).</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> - Maintained wildflower areas of approx.2 acres.</li> <li>• <b>B</b>- Engaged in alternate-row mowing of alleyways in orchards to keep flowering plants in flower for longer.</li> <li>• <b>B</b>- Lengthened interval between mowings in orchard alleyways to lessen disturbance.</li> <li>• <b>E</b> - Avoided a herbicide spray in order to allow more vegetation to grow under apple trees.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> <b>NO.</b> I did not plant any additional area.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>NO.</b> I don't keep honeybees.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Promoted our efforts on social media platforms, especially Twitter and Instagram.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?</b> <b>NO.</b> I have trouble with the maps for some reason.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>NO.</b> Although I do take note of the species of bumblebees that I recognise in the springtime.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?</b> <b>NO (see 3).</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> <b>YES.</b></p> <p><b>6a. For Bord Bia's Origin Green members ONLY. Have you integrated AIPP 'Pollinator Actions' into your member's Biodiversity Target?</b> <b>YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> As I am planting an orchard in one of the areas that was a biodiversity area / wildflower area in 2023, I will be removing an orchard to make space for another wildflower and biodiversity area of approx. 8000m2.</p>
<p>286</p> <p><b>The Ardilaun Hotel</b></p> 	<p><b>Signed up September 2023 – NEW business supporters</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• The Ardilaun Hotel has embarked on its journey to support and contribute to the All-Ireland Pollinator Plan with a series of proactive steps aimed at enhancing biodiversity in our gardens.</li> </ul>

- The initial and crucial action taken was a comprehensive survey of the flora and fauna thriving within our garden ecosystem. This has yielded an array of native plants and trees, which play a vital role in sustaining local pollinator populations.
- **A** - Among the flowers discovered are the delicate and colorful Hawthorn flowers, the Foxgloves with their towering spires, Bluebells, Daisies, Poppies, and the lovely Anemones. Furthermore, our garden boasts a rich diversity of native tree species, including the Holly, the Birch, and the Weeping Willow, all of which serve as critical habitat for various pollinators.
- **C** - In addition to our commitment to preserving native flora, we have established a herb patch that showcases a medley of aromatic herbs. Our herb garden features Parsley, Basil, Sage, Thyme and Rosemary, which not only enhance the culinary offerings of our hotel but also provide nourishment and shelter for local pollinators.
- **E** - As well as identifying what we have in our garden we've also eliminated the use of pesticides except where absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. The Ardilaun Hotel planted native flowers and also took part in No-Mow May.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** We have hives of the Native Black bee on the premises and they are managed by an expert Beekeeper of Connemara Honey. On site we also have a bug hotel and bat and bird boxes to allow birds and insects to have a habitat here.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We've done internal employee education and online communication to promote our pollinator- biodiversity actions. We also have a Sustainability Policy which has a section on Biodiversity on our website at:

<https://www.theardilaunhotel.ie/about/sustainability>

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** NO. But I will get it added to our Sustainability Policy in the next few weeks.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** One will be to allow a section of the garden grow wild.

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**The Belvedere  
Hotel**



Signed up August 2022

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary. We are working with ECO lab to reduce all pesticides used.

- Once we renovate our final rooms in 2024 we will be designating space on our roof to create a naturally regenerated long wildflower meadow.
- We have also planted a range of AIPP recommended (pollinator friendly bulbs/shrubs in planters/pots and hanging baskets (including perennials such as Bidens & Bacopas)
- We have also designated a bee box in our Bee Garden (for solitary mining bees) across the site, allowed the bramble and ivy to remain adjacent to the stone wall (for solitary bees). installed a bee hotel at HQ and we now have resident wild bees!

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We have got our staff involved and provided Bee Bombs and wild flower seeds for staff to grow in their own gardens.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We are in talks with DCC to see if we can limit the mowing around the surrounding area.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We are communicating with our local bee association to come out and help with support on how we can increase this. We will have ample opportunity to improve this once our renovations are completed.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.** We have our bee map now and some staff are now becoming involved and spotting some, we are at the early stages of this.
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We have located our area on the Biodiversity Maps and have now used it to 'Locate' our site and adjacent species.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** We are restructuring this now and will integrate it for 2024 correctly.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

We are working with DCC to get more in the area done for Pollinators and include in our strategy for 2024. When we renovate our bedrooms, we will look at putting wild flowers on the roof with bee boxes. Once all this is done, we will consult with our local bee association to help support what we can do to improve.

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**The Honeysuckle  
Bee & Me**



Signed up October 2021

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **N/A (microenterprise).**

**UPDATE 2023**

The Honeysuckle Bee and Me is delighted to give ongoing support to the All-Ireland Pollinator Plan and will continue to do so into 2024.



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## The Killarney Park

*The Killarney Park*

SEE ALSO: The Ross Hotel

Signed up March 2022

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

### UPDATE 2023

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- B - Designated 84 sqm to create a naturally regenerated long wildflower meadow through reduced mowing once a year.
- B - Designated 100sqm to pollinator friendly cutting scheme of every 6 weeks.
- C - Planted pollinator-friendly plants for summer and winter in beds and window boxes, including lavender, bidens, bacopa and heathers.
- C - We planted raised beds with pollinator friendly herbs and edible flowers such as rosemary, sage, thyme, borage and chives.
- D - 5 small bee hotels and areas of bare soil for solitary bees.  
D - We have along stone wall that we will maintain.
- E - We do not use herbicides or pesticides.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

**YES.** We did not sow or gift seedboxes. We leave areas of no-mow and reduced mow grass.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

We have areas of bare soil to help solitary mining bees. We do not manage honey bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We started the Killarney Coffee Cup Project to eliminate coffee cup waste from our area after noticing that it was a source of litter in the National Park. The initiative removes 1 million cups from use in Killarney every year and is done in protection of the UNESCO Biosphere Reserve and communicate this to customers. The Killarney Coffee Cup Project marks the initial phase of our community's commitment to reducing waste and fostering sustainable development in the Killarney region. Waste is a driving force behind the interconnected challenges of climate change, nature and biodiversity loss.
- We created an education piece for primary and secondary students where they learn about local ecosystems and ways to protect; protecting local native species protects our eco system and eco system service (e.g. Biodiversity/pollinators).

### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? **NO.**
- Did your business participate in the Bumblebee Monitoring Scheme? **NO.** We have not recorded counts in 2023 but plan to do so as part of 2024's actions.


**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.** We are located in a SAC and have many protected species.

### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

To start tracking and monitoring in our garden (FIT Counts) and further work with local schools.

290	<b>The Lismore Food Company</b>	<p>Signed up May 2017 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>IN TRAIN.</b></p>
		<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>A</b> – In 2022 The Lismore Food Company planted a 2-acre wildflower and grass meadow which is being retained as 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.</li> <li>• <b>B</b> - In a 1-acre site we continue to mow 2/3s of that lawn again only twice in the year.</li> <li>• <b>A</b> - We let the hedges grow all around this space to protect the wildlife.</li> <li>• <b>A</b> - We have retained the planting many different bulbs and plants specifically to attract and encourage bees, butterflies and pollinators.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES/NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• We've continued to communicate our biodiversity objectives, goals/achievements, to our internal team. This works in tandem with our sustainability objectives.</li> <li>• We planted 1000 trees via the Eden Project which works in developing nations.</li> <li>• With regard to our value chain, we support a Ugandan chocolate plantation which employs women.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b> This is very much a part of our sustainability strategy.</p>
291	<b>The National Concert Hall/ An Ceolara Naisiunta</b>	<p>Signed up June 2022 Mapped site(s) on 'Actions for Pollinators', data-mapping system. <b>IN TRAIN.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>F</b> - We are continuing to grow our gardening club with our NCH colleagues, people from other offices in the area who want to be involved, visiting artists to the NCH, and locals who walk their dogs in the Iveagh Gardens to spread the word of our good work for the AIPP. We have expanded the space we have taken over in the car park to the back and side of the NCH.</li> </ul>

- We have switched to using only peat-free compost in our pots and containers.
- **B** - We have no mowing on our site.
- **C** - We aim to only plant pollinator friendly flowers, bulbs, trees and shrubs through donations from friends, family and colleagues or funded by the NCH. This year we planted: marigolds, foxgloves, echiums, honeysuckle, persicaria, sedums and many other pollinator friendly plants.
- **C** - Herbs include rosemary, thyme, mint and lavender. And vegetables like tomatoes, tromboncini courgettes, cabbage and beans. Bulbs include crocus, alliums, grape hyacinths and snowdrops.
- **C** - We also planted a hawthorn and holly tree and some willow hedging.
- **D** - We made a bee hotel out of an old violin [we are a music venue!] filled with old sticks, bark, pinecones and poppy seed heads.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** **NO.** But we did gift seeds that are pollinator friendly at our Halloween Harvest Fair [mallow, poppy, evening primrose, cow parsley, foxglove, cornflower etc].

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** **NO.** We are not allowed hives on site because of insurance reasons.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

We promote our garden space throughout the year by displaying information about the AIPP in our shed where many visiting artists and audience members come to enjoy the pretty outdoor space. We also have an annual Halloween Harvest event to sell homemade produce that is sustainable and eco-friendly for a charitable cause which also raises awareness of our AIPP actions in the NCH outdoor spaces to all the staff. We took part in the DCC City Neighbourhood Competition and won the Best Newcomer category for our new garden in our car park. We have made friends and contacts with other winners at the event and hope to share ideas and plants with them over the coming months.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? IN TRAIN.** I am having trouble accessing the website.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** Not officially! But we hope to do this next year. We saw lots of bees visiting this year.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES/NO.
- **Did your business participate in the Bumblebee Monitoring Scheme?** YES/NO.



**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES/NO.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We are in the process of expanding our garden space by adding a small allotment for growing vegetables and fruit. We have a neglected shaded area which we hope to add some native wildflowers or bulbs.
- We are hoping to hold a bee hotel workshop for staff. And continue maintaining the areas we have established with pollinator friendly flowers.
- We hope to work more closely to the OPW and the landscape company to ensure no pesticides are used on site and that they can be part of the AIPP process.

<p>292</p> <p><b>The Rediscovery Centre</b></p> 	<p>Signed up September 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We have planted additional pollinator friendly plants in pots on sits such as Borage tulips, grape muscari, Tulips, snowdrops, phacelia, carrots, beetroot, cabbage, kale, onions, cornflower, broad beans.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> <b>YES.</b> We have continued our efforts in seed saving onsite we have harvested and dried seeds from various plants grown onsite such as verbascum grape muscari, roopers red hot poker, chive seeds these seeds have been cultivate from reputable sources such as Irish seed savers.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> <b>NO.</b> No hives onsite.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> We've added signage to our garden explaining the importance of "weeds" such as dandelions and clover there are also included in our tours.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>?</b> <b>YES.</b> I will have by end of day today 29/9/23.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> <b>NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> <b>NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>?</b> I will have by end of day today 29/9/23.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> <b>NO.</b></p>
<p>289=</p> <p><b>The Ross</b></p>  <p><b>SEE ALSO: The Killarney Park</b></p>	<p>Signed up March 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B</b> - Designated 84 sqm to create a naturally regenerated long wildflower meadow through reduced mowing once a year.</li> <li>• <b>B</b> - Designated 100sqm to pollinator friendly cutting scheme of every 6 weeks.</li> <li>• <b>C</b> - Planted pollinator-friendly plants for summer and winter in beds and window boxes, including lavender, bidens, bacopa and heathers.</li> <li>• <b>C</b> - We planted raised beds with pollinator friendly herbs and edible flowers such as rosemary, sage, thyme, borage and chives.</li> <li>• <b>D</b> - 5 small bee hotels.</li> <li>• <b>D</b> - Areas of bare soil.</li> <li>• <b>D</b> - We have along stone wall that we will maintain.</li> <li>• <b>E</b> - We do not use herbicides or pesticides.</li> </ul>

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** We did not sow or gift seedboxes. We leave areas of no-mow and reduced mow grass.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.** We have areas of bare soil to help solitary mining bees. We do not manage honeybees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- We started the Killarney Coffee Cup Project to eliminate coffee cup waste from our area after noticing that it was a source of litter in the National Park. The initiative removes 1 million cups from use in Killarney every year and is done in protection of the UNESCO Biosphere Reserve and communicate this to customers. The Killarney Coffee Cup Project marks the initial phase of our community's commitment to reducing waste and fostering sustainable development in the Killarney region. Waste is a driving force behind the interconnected challenges of climate change, nature and biodiversity loss.
- We created an education piece for primary and secondary students where they learn about local ecosystems and ways to protect; protecting local native species protects our eco system and eco system service. Biodiversity and pollinators being an example of this.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.** We have not recorded counts in 2023 but plan to do so as part of 2024's actions.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.** We are located in a SAC and have many protected species.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- To start tracking and monitoring in our garden (FIT Counts).
- Further work with local schools.

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The Samuel Hotel

THE SAMUEL

**Signed up April 2023 – NEW business supporter**

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



**Signed up January 2023 – NEW business supporter**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

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

- **A** – retained a woodland area. We are also retaining Bramble and Ivy as key food sources.
- **A** - managing our hedgerows to allow for bee nesting and early spring flowers.
- **B** - designated 55441m2 to create a naturally regenerated long wildflower meadow through reduced mowing (once a year).
- **C** - We have also planted a range of AIPP recommended (pollinator friendly bulbs/shrubs in planters/pots
- **D** - We have also designated 1 south facing earth bank(for solitary mining bees) across the site, installed 4 bee hotels
- **E** - We have eliminated pesticides on all sites except for spot-spraying when absolutely necessary.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.** We attended wildflowers.ie workshop on using Irish wildflower seed mixes and harvesting your own seeds from meadows but have not progressed with this initiative to date.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Staff Competition – Biodiversity Theme
- Local School Workshops
- Pollinator Awareness Video circulated among employees and office screens.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators ([biodiversityireland.ie](http://biodiversityireland.ie))? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES – 3.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**



**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps ([biodiversityireland.ie](http://biodiversityireland.ie))? NO.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- Planned Invasive Species Land Surveys and hedgerow surveys to produce management plans for both and integrate them with business project management procedures.
- Use [www.invasives.ie](http://www.invasives.ie)
- Engage with Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)

295	<b>The Square Towncentre, Tallaght</b>	<p>Signed up December 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b>  <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b>  N/A Action F 17.1.  <b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b>  <b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b>  <b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li>In 2023 we organised a fun, free family event at The Square on World Bee Day to raise awareness in the Local Community about Bees and share recommended pollinator actions with families.</li> <li>We made use of resources from the AIPP website to inform and educate attendants, and also distributed materials including free Pollinator Bookmark from the AIPP website (pollinators.ie) which counted as Action F 17.1 from the actions to help pollinators. We also had a permanent Bee mural painted at our Pollinator bed.</li> </ul> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b>  <b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b>  <b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> </p>
296	<b>The Tourism Space</b> 	<p>Signed up December 2019 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>TBC (microenterprise).</b></p> <p><b>UPDATE 2023</b> The Tourism Space is delighted to support the All-Ireland Pollinator Plan and will continue to do so throughout 2024. We communicate the importance of the AIPP through our training programmes, coaching services and via our online platform.</p>
297	<b>Tralee Bay Wetlands Eco &amp; Activity Park</b> 	<p>Signed up March 2021 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b>  <b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> <ul style="list-style-type: none"> <li><b>A</b> - We have been continuously helping the biodiversity of our park since 2018 through tree planting and leaving wildflowers flower. Before this there was very little in the way of improving diversity so there had been very little to protect. Since we have 2018 we have introduced over 2000 native trees and allowed huge swathes of grass to grow wild.</li> </ul> </p>



- **B** - We have an area of approximately 1414 m<sup>2</sup> of grass that is lifted 5-6 times.
- We have an area of approximately 2777 m<sup>2</sup> of grass area that is lifted once a year.
- **C** - We planted native flowering trees and extended our native hedge of hawthorn. The flowering trees planted were Spindle, Hawthorn, Rowen, Willow, Cherry and Elder. The hedge planted contains mostly Hawthorn with Spindle, Cherry and Hazel sporadically planted throughout. In all we have about 2000 trees planted on the property which is a mixture of flowering and non-flowering species.
- **C** - We have planted a few hundred crocus, snowdrop and blue bell *non scripta* around the park.
- **E** - We do not spray any pesticides around the park.
- **A & C** - We have 6 flower beds that we maintain: 2 with wildflowers, 2 with herbs, 2 with pollinator friendly plants.
- **C** - We have planted over 650m of willow fence and created a willow dome.
- **D** - We have a few piles of sand that we scrape the plants off so as to expose them. All trees and bushes are still small yet so provide little overground nesting habitat as of yet.
- **E** - We do not use pesticides on site. Instead, we are using shovels to scrape the worst and then flame them after with a small flame thrower.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.** In half of one bed that we usually sow wildflowers seeds in we let part of it alone. It has produced Woundwort and some species of wild mustard. These have been very popular with bees and especially the mustard with hoverflies. Next year we will not plant wildflowers in this bed and allow the native woundwort and mustards to spread. We will selectively weed out grasses, bindweed and creeping buttercup which are plants we feel that can overtake the other species.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.** We do not have any hives on the property and we do not plan on getting them.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- The willow dome was built by a local community group transition Kerry who are trying to transition Kerry who are trying to bring attention to the world of sustainability.
- We hosted the Wild Bee Festival (August) onsite.
- We have educational materials onsite for people to take away.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**



**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? Not yet as we were unaware of this function but we will sign up.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.** A large section of what we do takes from the AIPP. One section is that try use all materials from the park such as willow. This helps keep the willow young and

		<p>in control and has led to us planting more. We also use berries, leaves flowers and seeds from our wild plants for a lot of our education programs.</p> <p>This has led us to continue to plant and allow more wildflowers to spread to ensure we have a sustainable product for our courses.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p> <p>To continue planting hedging, harvesting wildflower seeds from on site and spreading them locally, continue to do bee surveys every month, planting more Elder and introducing heritage Crap Apples to the site. We have also harvested honey suckle from a nearby wood that we hope to germinate and get growing on our more mature trees. We may change our structure of mowing as we have a lot of grass that is only cut once a year and instead increase the amount of area given to mowing 5-6 times a year.</p>
298	<p><b>Triall Teoranta</b></p> <p><b>&amp;</b></p> <p><b>Clinic na gCapall</b></p> 	<p>Signed up June 2019</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> A small number (6) of pollinator friendly perennial plants were added to existing beds.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?</b> NO.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?</b> NO.</p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Clinic na gCapall &amp; Triall Teo sponsored the printing of 500 'Pledge your Garden for Pollinators' leaflets which have been distributed to 4 'Tidy Towns' groups in the local area and passed into 2 local schools as well.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?</b> YES. By way of occasional recording via the NBDC app.</p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts?</b> NO.</li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme?</b> NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)?</b> YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?</b> NO.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> Clinic na gCapall continues to support the All-Ireland Pollinator Plan and will develop ideas for new actions during 2024.</p>
299	<p><b>Trish's Honey Products</b></p> 	<p>Signed up July 2021</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>Protect areas that are already providing food and shelter for pollinators.</p>

Plant pollinator friendly bulbs.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

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**Uniplumo Ireland  
Ltd.**



Signed up January 2020

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A & B** - We have maintained our reduced mowing across our main site on Wyestown as this has the only lawns.
- **A** - We have maintained our 2021 planted area of approx. 10m2 at the entrance to our Wyestown site.
- **A** - We have maintained our 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.
- **D** - We have maintained our cleared south facing bank of approx. 4 m2, of vegetation, and this small bank shall remain clear as a measure of offering Burrow Bees mining opportunities.
- **NEW** – as the major on-site works of our Wyestown site has been completed within Spring 2023, this resulted in soil movement and new opportunities etc. Therefore we have:
  - **A** - designated a re-wilding area and committed to leaving this as unproductive land on the north side of our Wyestown site area = 1476m2
  - **A** - designated a re-wilding area and committed to leaving this as unproductive land on the south side of our Wyestown site area = 6230m2
  - Pics and details of all of the above have been registered and uploaded to Our pollination plan - Actions Taken.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A** – we never sowed wildflower seed mixes, and as per above maintained our pollinator perennial and annual bedding.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** N/A – we never set out to manage honeybee hives, and as per above maintained our burrow-bee south facing bank.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In June 2023, we downloaded all the available guides on i.e. 'Pledge your Garden for pollinators', 'Pollinator friendly grass cutting', Pollinator guide for housing estates' and we proactively communicated and shared these guides to all our staff across 3 sites along with outlining our own progress and intentions with the pollinator plan.
- We also actively sought engagement with our staff on all matters 'Biodiversity'.
- In collaboration with one major customer, we reduced peat content of our products from 100% to 70% and ran trials to assess potential of further peat percentage reductions where possible and also informed other customers of intention to do so in 2024.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** YES.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** YES.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** YES. Only 2, such a wet summer
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** NO. But will aim to do so in 2024.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. Our biodiversity and pollinator targets are part of our continuous improvement factors.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?** Reset Biodiversity and Environmental targets as part of our annual management review, complete more bug counts (FIT), implement Biodiversity/pollinator questions and encouragement into our supplier approval procedures where possible. Continue to reduce peat usage. And more TBC

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**Urru Culinary Store**



Signed up May 2019

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

**UPDATE 2023**

Urru Culinary store continues to support the All-Ireland Pollinator Plan and will continue to do so in 2024.

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**Utmost Service  
Ireland Ltd.**




Signed up February 2022

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

**UPDATE 2023**

Utmost is delighted to continue to support the All-Ireland Pollinator Plan. Certain constraints in 2023 have required our focus on business operations. We will continue to support the AIPP throughout 2024.

303	<b>Vagabond Tours Ltd.</b>	<p>Signed up January 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>C – We have planted 3412 native Irish trees between 2022/2023 in the Republic of Ireland through a company called 'Trees on the Land'. These are planted by different groups and our office team. The main native tree types planted were: Alder, Birch, Oak, Scots Pine, Hawthorn, Spindle, Rowan, wild crab, heritage apple trees, blackthorn, hazel, Aspen, walnut fruit, walnut seed, sessile oak, holly, wild cherry, guelder rose, Pedunculate oak. Hawthorn, wild cherry, blackthorn, rowan and wild crab are all pollinator-friendly tree species. Full report available.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.</b> Native tree planting. This will continue year to year.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b> Native tree planting. This will continue year to year.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>We have added a 'Plant a Native Irish Tree Button' on our website for our guests to avail of 2 Euro a tree and we get 'Trees on the Land' to plant during the winter months.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> We have mapped two locations out of 13 planted.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>Did your business participate in Flower Insect Timed (FIT) Counts? <b>NO.</b></li> <li>Did your business participate in the Bumblebee Monitoring Scheme? <b>NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? NO.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO.</b> But it will be.</p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b> Sponsorship of Greystones Tidy Towns Pollinator Project. Encourage employees No Mow or Reduced Mowing.</p>
304	<b>Ventac</b>  	<p>Signed up April 2023 – <b>NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>B - We have introduced No-Mow areas (3 large sections),</li> <li>D - built a bug hotel and installed a Swift nest box on the property.</li> <li>F - We've formed a biodiversity and sustainability team and invited the local primary school to use the space as a nature investigation space and bird-watching site, to commence in Q4.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p>

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

Ventac have publicised their engagement in the plan in their quarterly ezines and across their socials. The AIPP has been included in company presentations as the team celebrate their involvement in the initiative.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.

- Did your business participate in Flower Insect Timed (FIT) Counts? YES. How many? 4.
- Did your business participate in the Bumblebee Monitoring Scheme? YES. How many? 3.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

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Veolia



Signed up February 2020

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We have completed Ecological Management Plans (A1) for an additional 3 sites: Clareville, Donaghadee, Kilkenny and we aim to complete Fermoy by the end of 2023.
- These plans have helped us to identify existing areas on our sites that we need to protect and have highlighted areas we need to action improvements on. This includes reducing mowing (B2), creating long flowering meadows (B3) and adding Pollinator friendly containers (C5).
- D - We created an earth bank area (D11) for solitary mining bees and created a small pollinator friendly living wall (C8) and installed a bee hotel (D13).
- We are continuing to rollout site Biodiversity Baselines across Ireland. This has now been completed for 15 sites in Ireland. These include descriptions of habitats found and the current management for these areas. This data will help with the rollout of the Veolia Ecological Management Plan and help to plan improvements into 2024.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES. Our sites in Kilkenny, Blessington, Rathdrum, Osberstown have all opted for No Mow areas in 2023.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES. In Donaghadee we created an earth bank area (D11) for solitary mining bees and created a small pollinator friendly living wall (C8) nearby.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- Our online internal Community has an environment thread where we share the AIPP newsletter, as well as other initiatives.
- On World Environment Day our Director of Permitting & Environmental Control hosted a Link & Learn where we shared examples of the Biodiversity initiatives happening across Ireland and the UK.
- Our August Sustainability Session was hosted by Corporate Responsibility Adviser at Business in the Community Ireland, Cillian McMahon, to discuss Ireland's Nature & Biodiversity Crisis (18.1).
- We have on many of our sites introduced Biodiversity Boards, promoting the plan but also providing local flora and flora guides, as well as a register for the teams to track the Biodiversity they spot on site.
- Many of our sites have installed AIPP signage at their No Mow, long flowering areas.

#### **\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES.**

#### **\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We will continue the rollout of site biodiversity baselines and complete an Ecological Management Plan for the next three of our biggest sites in Ireland including Ballyrickard and Armagh.
- We will also continue our monthly internal Sustainability Sessions including pollinator/biodiversity related topics for learning and awareness.
- We will encourage more pollinator recording/monitoring on our sites.
- We will continue to identify No Mow areas on our site.
- We are launching a Veolia Orchard initiative for schools.
- We are donating 5 apple trees to 5 schools, along with our Apple Tree Care Guide we will supply the schools selected with the AIPP Orchard Flyer & the Junior Pollinator Plan Booklet. We will continue to facilitate biodiversity focused volunteering events for our staff.

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Version 1 Group



**VERSION 1**

**Signed up July 2023 – NEW business supporter**

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

#### **UPDATE 2023**

**1a. Which evidence-based [PHYSICAL \(A-E\)](#) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

As Version 1's offices are all city centre based with little or no outdoor space, and we operate a hybrid working model where most of our employees work from home 70% of the time. So, in 2023 we focused on communication actions. Some of which had a physical action but in the homes of our employees.



**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.**

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- In 2022/23, Version 1 employees engaged in a Grow Circle with Grow it Yourself Ireland. Over 122 employees took part not just in Ireland, but also UK, Spain & India. GIY sent all our Irish & UK employees a grow box for growing their own food. However, the ESG Team then sourced seeds suitable for Spain & India and distributed grow boxes to those regions so that everyone could take part. As part of the GrowCircle, we took part in monthly webinars and a Sustainability 101 course delivered by Dr. Tara Shine, Environmental Scientist & co-Founder of Change by Degrees.
- In May 2023, we engaged employees to take part in No Mow May. We launched a competition and communicated the benefits of not mowing our lawns to the biodiversity in our regions. This was a popular initiative and we received plenty of photographs of the gardens that took part.
- Lastly our Belfast (& Edinburgh) Green Teams took part in a Sunflower seed planting initiative, which was accompanied by communication about the nature of the fascinating Sunflower, and how they are a valuable food source for birds, bees and insects.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- Did your business participate in Flower Insect Timed (FIT) Counts? NO.
- Did your business participate in the Bumblebee Monitoring Scheme? NO.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- We joined AIPP in July 2023 to help provide us with a framework for “good” biodiversity initiatives, since then we have been busy setting up a network for Biodiversity Champions not only in Ireland but in every region we operate; UK, Spain & India and soon US & Australia. We have completed a Biodiversity “audit” of our Dublin office with BiUrban a Dublin based biodiversity social enterprise to help us understand what we can do and where with the very small amount of outdoor space available to us.
- In Dublin we are planning to plant pollinator friendly planters on our 3<sup>rd</sup> floor balcony and to do it as workshop with a group of interested employees.
- In Cork, we are planning to create a Biodiversity walking trail, capturing all the biodiversity that already exists within a 30min walking radius of our city centre cork office.
- In Belfast, we are planning to sponsor a local roundabout and use the AIPP guide to pollinator friendly plants for roundabouts!



Signed up September 2021

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

#### UPDATE 2023

#### 1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- **B** - Vinehall Displays devotes 5573m<sup>3</sup> of wildlife field to create a naturally regenerated long wildflower meadow through reducing mowing (twice a year).
- **C** - Planted pollinator-friendly green spaces around our premises with a variety of native flowering plants which support bees, butterflies, and other pollinators.
- **A** - We are managing our hedgerows to allow for bee nesting and early spring flowers and have planted whitethorn to enhance this.
- **A** - We are committing to the preservation of natural habitats on our property, such as woodlands, meadows, or wetlands, which can serve as critical pollinator habitats.
- **E** - Transitioning to organic landscaping practices that avoid the use of synthetic pesticides and fertilizers, which can harm pollinators.
- 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.
- **F** - Conducting educational programs or workshops for our staff and visitors about the importance of pollinators and how they can contribute to their conservation.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? YES.**

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

#### 2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- We are starting to have the conversation with our clients and suppliers as to how they might engage with the AIPP.
- Public Awareness Campaigns: Launching public awareness campaigns through various media channels to educate the public about pollinator conservation and what individuals can do to help.
- Employee Engagement: Encouraging employees to participate in pollinator-related activities and initiatives and recognizing their efforts through internal communications.

#### \*BIODIVERSITY MEASUREMENT & MONITORING

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.**

- **Did your business participate in Flower Insect Timed (FIT) Counts? NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**

#### \*BIODIVERSITY GOVERNANCE

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

Signed up April 2022

Mapped site(s) on 'Actions for Pollinators' – data mapping portal. **YES.****UPDATE 2023****1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **A** - In Head Office we have identified existing pollinator friendly areas that we have now designated as our Wildflower areas. The soil berms on 3 of our working sites that have grown natural vegetation have been left untouched for the duration of the works. A number of existing protected areas on sites have been fenced off to avoid disturbance during construction works. We protected a Fisheries listed stream that attracted a lot of natural vegetation and fauna during the summer of 2023.
- **B** - Working with the landscapers we have reduced mowing throughout the Head Office site and with only edge mowing along our wildflower areas. There is no grass mowing on any of our construction sites. All designated areas are protected as part of Part A of Pollinator Biodiversity Actions.
- **C** - All of our pollinator friendly planting takes place within our working construction sites. As part of our company ESG goals we reuse materials to make planter boxes in areas that we cannot create planter beds and to reuse the old Walls Construction safety helmets as hanging baskets. We are in the process of working with the Landscape Architect of sites to include more pollinator friendly trees and shrubs into the final landscape structure of the build. We also create Tree Protection areas with boundary fencing to prevent site activities encroaching on these areas, allowing them to flourish all year round. We also have sown wildflowers on existing soil berms in order to enhance biodiversity.
- **D** - From a survey carried out on our Head Office grounds we have a south facing earth bank that have evidence of nests belonging to solitary mining bees, this has been retained. We have protected designated areas on a number of sites to facilitate and maintain existing nesting habitats. Soil berms have grown wild grass that has attracted Bees and other insects to the area. Our planter boxes and hanging helmets have attracted Bees, Butterflies and a number of other insects.
- **E** - Eliminated the use of pesticides and herbicides on grounds within Head Office and within our working sites. Within our working sites grassed areas, berms and embankments are allowed to grow naturally and are not treated with herbicides/pesticides.
- **F** - A number of our working sites have worked with surrounding schools and communities in promoting pollinator friendly actions by;
  - Introducing polytunnels to grow plants and vegetables
  - Landscaping at local school to allow them to incite AIPP friendly actions
  - Communication and consultation with local community groups/schools in relation to pollinator friendly actions.
  - Pollinator friendly artwork displayed on our hoarding
  - Designated planter boxes supplied by a local community group

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

**YES.** Walls Construction have allowed all site berms, embankments and soiled areas to grow natural vegetation and grass. We have enabled natural vegetation to grow in the Tree Protection areas. In addition to this we have sown some wildflowers in sustainable planter boxes, helmets and other constructed containers, as some of our city centre sites are not in a position to implement pollinator friendly actions. These wildflowers have been sourced responsibly from a reputable company.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.**

We continue to maintain our Hives in our Cork Office. Our hives are managed by our Contracts Manager with regular updates provided quarterly.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- As part of the Walls ESG Strategy and Environmental Management System communications are circulated to all sites and commitment obtained from each site to initiate a designated number of pollinator friendly actions.
- Each of our working sites have a target to create areas on the site specifically for pollinator friendly actions – creating planter boxes, large wildflower meadows, berms, protection areas etc.
- Sent out company notices/emails with information (AIPP resource and in house guidance) on carrying out pollinator friendly actions on site and at home.
- Engagement with local schools was carried out on some of our working sites- this included creating a garden area for students and building of a greenhouse.
- Biodiversity and Pollinator Friendly Actions are communicated and discussed at monthly HSELT meetings with some sites having clear objectives in relation to pollinator friendly actions. Walls Construction have an overall objective to communicate and carry out at least 10 Pollinator Friendly Actions per annum which we tend to exceed.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?**

**NO.** Our Construction Sites are not suitable locations for recording and monitoring. However we observe a number of Pollinators visiting our planter boxes, berms and other protected areas.

- **Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.**
- **Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.**

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? NO.**



**\*BIODIVERSITY GOVERNANCE**



**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.**

As part of our Corporate ESG Strategy we have objectives set out throughout the company to create pollinator friendly areas on our sites and offices to enhance and encourage biodiversity. This goal aligns with our plans to embed the UN Sustainability goals into our business plans and activities. AIPP is also integrated into our Environmental and Sustainability policies.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

- To continue to promote and initiate AIPP actions on all sites as part of our ESG Strategy
- We are planning on working with Landscape Architects on our projects to encourage more native plant and tree species within the final permanent landscaping of the structure/project.
- We are proposing to create more wildflower areas within our new sites and offices. Where wildflower areas are not possible on some city centre projects we are proposing to engage with local community groups and schools to create areas that will promote and enhance pollinator friendly area.
- We are planning to communicate and promote Pollinator Friendly Actions to our contractors to encourage them to initiate actions on other sites.

<p>309</p> <p><b>Westend Retail Park Management</b></p> 	<p>Signed up May 2022 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b> Protection of well matured area to protect existing outdoor space for wildlife, Reduced mowing in front of our office buildings failing area in September, encourage the growth of ivy.</p> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? N/A.</b></p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO.</li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps (biodiversityireland.ie)</u>? YES/NO.</b></p>
<p>310</p> <p><b>Wexford Tomatoes Ltd.</b></p> 	<p>Signed up October 2020 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL (A-E)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>B - The site has a 160m2 area that was not mowed this year,</b></li> <li>• <b>D - We also have a 10m stonewall that was left untouched, allowed bramble and Ivy on the wall.</b></li> <li>• <b>A &amp; C - We have roughly 50m2 area with pollinator friendly shrubs and trees, species include Hebe, Mahonia and Willow cultivars.</b></li> <li>• <b>E - Pesticide use outside of production area is completely eliminated, only used in production areas and are strictly controlled.</b></li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? NO.</b> But will consider other alternatives.</p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? NO.</b> We don't have any hives.</p> <p><b>2. Which evidence-based <u>COMMUNICATION (F)</u> pollinator-biodiversity action(s) has your business/ organisation taken in 2023? None.</b> Will get more involved in 2024, engaging with employees and community.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators (biodiversityireland.ie)</u>? YES.</b> But still have to map a few smaller areas.</p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p>

		<ul style="list-style-type: none"> <li>• Did your business participate in Flower Insect Timed (FIT) Counts? NO. Will do for 2024.</li> <li>• Did your business participate in the Bumblebee Monitoring Scheme? NO. But will consider.</li> </ul> <p>5. Have you located your site/identified pollinator species on <a href="https://maps.biodiversityireland.ie">Maps - Biodiversity Maps (biodiversityireland.ie)</a>? YES.</p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? NO. However, we will include for 2024.</p>
311	<b>Wheels We Deliver</b>  	<p>Signed up April 2023 – NEW business supporter</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p>
312	<b>Wildacres Nature Reserve</b>  	<p>Signed up April 2023</p> <p>Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b></p> <p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p><b>A - Protect What You Have:</b></p> <ul style="list-style-type: none"> <li>• Wildacres is a 17.5 acre nature reserve and biodiversity education centre between Brittas Bay and Redcross in Co Wicklow. When we bought the land in 2017 it was 4 fields of heavily sheep grazed pasture.</li> <li>• The field perimeters have mature trees forming hedgerow/linear woodland boundaries but other than these there was little in the way of wild habitat. The mature hedgerow is flourishing, and we have planted more trees to fill in gaps along with many other biodiversity initiatives detailed below.</li> </ul> <p><b>B - Reduce Mowing:</b></p> <ul style="list-style-type: none"> <li>• The only mowing we do at Wildacres is to cut the 5ft wide grass pathway to be able to bring visitors on guided tours of the nature reserve.</li> <li>• We cut the pathway with a 100% electric mower and keep the blades high enough to allow red/white clovers to thrive.</li> <li>• We cut the long flowering wildflower meadow once a year mid-September but are hoping to move towards conservation grazing for these 4 acres.</li> </ul> <p><b>C - Pollinator friendly planting:</b></p> <ul style="list-style-type: none"> <li>• We have planted 12,000 native trees and shrubs at Wildacres over the past 5 years which are flowering and fruiting.</li> <li>• These are set across 2 plots of native woodland (6 acre and 1 acre), several copses, over 2km of double hedgerow, a 1-acre traditional orchard, a small apiary, almost 1km of riparian (riverbank) zone and some container planting focused on pollinators.</li> <li>• We have a 4 acre naturally regenerating wildflower meadow which we help along with plug planting of native wildflowers grown in our Tree and Wildflower nursery, from locally collected seed.</li> <li>• We now have 25 wildlife ponds which are naturally regenerating with native pond plants. Our demonstration pollinator flower bed is alive with bees,</li> </ul>

butterflies, hoverflies on the many pollinator-friendly plants such as Verbena, Geranium Rosanne, Erysimum Bowles mauve, Foxgloves and more.

**D - Provide Nesting Habitats:**

- Aside from the 2km of native hedgerow we have planted, we are managing the mature perimeter hedgerow for wildlife too.
- We have created earth banks, bee hotels and a stone wall which are being used by solitary bees.

**E - Reduce Use of Pesticides:**

We do not use pesticides (insecticides, rodenticides, herbicides, or fungicides) of any sort at Wildacres.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?**

- We never purchase or sell non-native wildflower seeds. Our wildflower meadow is a naturally regenerating one. We have purchased some specific native wildflower seed such as *Yellow Rattle* and Devil's bit scabious and have collected local native wildflower seed.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?**

- YES. We manage a small apiary in a countryside setting on the nature reserve and produce raw honey sustainably which we sell locally.
- We have kept hive numbers low to have enough forage for wild pollinators.
- We have optimised the land for all pollinators through all the rewilding and pollinator friendly planting and management.
- We are experienced beekeepers demonstrating that local food produced responsibly and sustainably, in tune with nature, is a climate and biodiversity action. It is better to buy local sustainably produced honey than cheap imported supermarket honey that is decimating wild pollinators in other countries.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

**F - Raise Awareness:**

- We are communicating on an on-going basis about actions for pollinators and all biodiversity, as this is a key part of what we do at Wildacres.
- We run biodiversity tours and workshops all year round for individuals, community groups and **corporates**.
- We post about biodiversity almost daily to Instagram and weekly to Twitter (X).
- We have a website [www.wildacres.ie](http://www.wildacres.ie), monthly biodiversity blog and monthly biodiversity newsletter.
- We discuss biodiversity on radio, TV and in print on occasions.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES.**

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO. Planned for next year.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO. Planned for next year. We are monitoring bats, other mammals, birds, river and pond invertebrates mainly at the moment.

**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? YES.**



**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.

7. What are your proposed pollinator-biodiversity action(s) for 2024? Yes, we will start to track and manage invasives on our site via [www.invasives.ie](http://www.invasives.ie)

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**Wild Ireland Tours  
Ltd.**



**Signed up June 2023 – NEW business supporter**

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

**UPDATE 2023**

1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

- A – We have wild native forested areas around our sanctuary that are being left completely wild and protected by being off-limits to people.
- B – We have really reduced mowing on site. Only a short stretch of verge is mowed once per year for Health and Safety of the public entering the park. Other than this no areas of the park are mowed.
- C – We have planted a variety of native trees and plants onsite with pollinators in mind.
- E – We do not use any pesticides on site.

1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? We did not sow or gift wildflower seed mixes this year. We do, however, manage wild forested area with high numbers of native plant and tree species.

1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? We have 2 honeybee hives on site as part of our business. These are managed by a local expert beekeeper. We will not be increasing our number of hives. We provide plenty of wild areas with bramble, ivy and other species for all pollinators.

2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?

We have provided educational AIPP materials and signage around the park to raise awareness and educate the public.

We ran educational summer camps where the importance of native pollinators was highlighted.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)? YES.

4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? Not this year, but we plan to next year.

5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)? Not yet, but plan to.

**\*BIODIVERSITY GOVERNANCE**

6. Is the AIPP integrated as part of your Sustainability Strategy? YES.

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**Wild Kitchen**



**Signed up September 2019**

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

**UPDATE 2023**

**1a. Which evidence-based PHYSICAL (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- **B & C** - We reduced the size of the lawn and increased the size of the wild flower area and made a new native hedgerow, planting Elderflower from cuttings, Hawthorn, Blackthorn and Willow.
- **A & C** - We rejuvenated existing hedgerows by filling in gaps with whitethorn and other native hedgerow trees.
- **B** - We reduced the mowing on the smaller lawn and were delighted to see spotted orchids coming up for the first time!
- **C** - We planted loads of pots for pollinators, and were rewarded with so many more insects this year, butterflies, leaf cutter bees, hoverflies and many, many more than previous years.
- **A** - We continue to manage our site for pollinators and have encouraged ivy and bramble in suitable areas.
- **C** - We collected local wildflowers seeds and continue to sow them appropriately.

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023?** YES. We learned how and when to collect local wild flower seeds and plan to sow them when appropriate.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023?** YES. We have increased the amount of species in our hedgerows and new plantings to encourage bees.

**2. Which evidence-based COMMUNICATION (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?**

- Took part in an invasive species workshop to learn and communicate to the local school and through the local community garden.
- Gave biodiversity workshops to a local ecotourism network and encouraged over 70 businesses to sign up to the AIPP!
- I promote the AIPP on all my walks and workshops and explain the importance of our native wild flowers to every-ones delight.

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on Actions for Pollinators (biodiversityireland.ie)?** NO.

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023?** NO.

- **Did your business participate in Flower Insect Timed (FIT) Counts?** NO. How many? But really looking forward to doing it next year.
- **Did your business participate in the Bumblebee Monitoring Scheme?** NO. For next year.



**5. Have you located your site/identified pollinator species on Maps - Biodiversity Maps (biodiversityireland.ie)?** YES, amazing resource.

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS?** YES. It is part of my code of practice for my ecotourism submission.

**7. What are your proposed pollinator-biodiversity action(s) for 2024?**

I have engaged with Business for Biodiversity Ireland and am currently being trained as a Biodiversity Leader with the Climate ready Academy with Anja Murray who uses aspects of this org. We hope to carry out invasive species management with the local community garden next year as a particular plant there has become a problem!

315	<b>Yellow River Greenway Park</b>	<b>Signed up August 2023 – NEW business supporter</b> Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>N/A.</b>
		
316	<b>Young Nurseries</b> <i>(County Limerick)</i>	Signed up October 2018 Mapped site(s) on 'Actions for Pollinators' – data mapping portal. <b>YES.</b>
		<p><b>UPDATE 2023</b></p> <p><b>1a. Which evidence-based <u>PHYSICAL</u> (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <ul style="list-style-type: none"> <li>• <b>F</b> - Supported and provided biodiversity plants to a local landscaper in the planting of a public area in the local town. provided key information on suitable biodiversity plants to several Tidy Town groups.</li> <li>• <b>E</b> - Reviewed and continued our use of biologicals in the greenhouses and outdoor areas, minimal intervention of chemicals for spot treatment.</li> <li>• <b>C</b> - Planted extra Whitethorn in our hedgerows to support pollinators and wildlife.</li> <li>• Our growing media is now 35% reduced peat, using a special mix of other materials.</li> <li>• <b>F</b> - Supported local authority with pollinator plants to use in public areas e.g. Limerick City.</li> </ul> <p><b>1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2023? N/A.</b></p> <p><b>1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES.</b></p> <p><b>2. Which evidence-based <u>COMMUNICATION</u> (F) pollinator-biodiversity action(s) has your business/ organisation taken in 2023?</b></p> <p>Provided support to in-store promotions of biodiversity plants at retail level across the sector, attended the events to support staff and communicate with consumers re best selection of plants. Reduced mowing and hedgerow trimming, retaining Ivy and planning to introduce more native species. Sponsored a Pollinator Award for Green Flag Parks.</p> <p><b>*BIODIVERSITY MEASUREMENT &amp; MONITORING</b></p> <p><b>3. Have you mapped (mandatory) actions on <u>Actions for Pollinators</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? NO.</b></p> <ul style="list-style-type: none"> <li>• <b>Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO.</b></li> <li>• <b>Did your business participate in the Bumblebee Monitoring Scheme? YES/NO.</b></li> </ul> <p><b>5. Have you located your site/identified pollinator species on <u>Maps - Biodiversity Maps</u> (<a href="http://biodiversityireland.ie">biodiversityireland.ie</a>)? YES.</b></p> <p><b>*BIODIVERSITY GOVERNANCE</b></p> <p><b>6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES.</b></p> <p><b>7. What are your proposed pollinator-biodiversity action(s) for 2024?</b></p>

- Re plant a traffic island near the local schools with pollinator friendly plants.
- Expand the promotion of biodiversity plants at retail level with other customers.
- Plant a new hedgerow with native plants to support pollinators.
- Use plants in containers that will provide food and shelter for bumble bees over the winter season.

## All Ireland Pollinator Plan (AIPP) – an entry-level into biodiversity on any site

### WHY Pollinators? [www.pollinators.ie](http://www.pollinators.ie)

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.

### 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.

### 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.

### 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-positive 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 Business Supporters framework as the entry level to deliver immediate biodiversity actions and, where appropriate, integrate with an EMS.
- **Employees/Suppliers/Community** – identify and set SMART targets across the value chain.

### Entry-level into biodiversity [Businesses » All-Ireland Pollinator Plan \(pollinators.ie\)](http://Businesses » All-Ireland Pollinator Plan (pollinators.ie))

The simple framework of the plan is divided into evidence-based on-site actions and communication actions.

#### On-site actions to help pollinators

- **A. Identify and protect existing areas that are good for pollinators on your site(s)** - (e.g. if you have a species rich meadow/mini-meadow don't then swap it for an orchard). N.B. Bramble and Ivy are great food sources late summer/early autumn.
- **B. Mow less in grassy areas** (and remember to lift the cuttings). And cut less of your native hedgerow to allow the flowers to grow on the older wood.
- **C. Plant pollinator friendly planting** - including bulbs/shrubs/plants/trees. AVOID sowing wildflower seed mixes – to do so is a horticultural action. N.B. Non-native mixes may contain invasive species such as *Black Grass* – potentially devastating for our agricultural sector - [Why we don't recommend wildflower seed mixes » All-Ireland Pollinator Plan \(pollinators.ie\)](http://Why we don't recommend wildflower seed mixes » All-Ireland Pollinator Plan (pollinators.ie)). Native mixes may have a high percentage of annuals so might need re-sown the following year. The table on Page 6 highlights the level of biodiversity supported by reduced mowing [Meadow-Guideline-2023-WEB.pdf \(pollinators.ie\)](http://Meadow-Guideline-2023-WEB.pdf (pollinators.ie)).  
N.B. Gifting/sponsoring wildflower seed mixes is NOT a biodiversity action.
- **D. Provide wild pollinator nesting habitat** – tussocky grass beneath hedgerows, old stone walls/south facing earth banks/bee hotels.
- **E. Eliminate or reduce the use of pesticides** (herbicides/insecticides)

- Reminder: Honey bee hives are NOT a biodiversity action. Honey bees 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.

**No land? No problem.** We have a range of communication actions to support the move towards nature-positive.

**Communication & governance actions to help pollinators:**

- **Raise awareness in your supply chain.**
- **Raise awareness in your local community** (incl. sponsorship to elicit a pollinator-related evidence-based action).
- **Raise awareness with employees.**

These actions can be integrated into any EMS or CSR and are aligned with ISO14001:2015 and the UN Sustainable Development Goals 15 and 13.

As regulations such as the EU's *Corporate Sustainability Reporting Directive* (CSRD) - and 2029's *Corporate Sustainability Due Diligence Directive* (CSDDD) - 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.

NAME OF COMPANY/ORGANISATION\*\* \_\_\_\_\_ \*\*

**\*Please submit this questionnaire (250 words) as a WORD DOC. to [skelly@biodiversityireland.ie](mailto:skelly@biodiversityireland.ie) and map actions BY MONDAY 30 SEPTEMBER 2024.**

**Align the structure of your answers in Q1a. and Q2. per the A-E evidence-based actions within the AIPP Businesses: actions to help pollinators [Resources » All-Ireland Pollinator Plan \(pollinators.ie\)](#) guidelines.**

**\*EVIDENCE-BASED ACTIONS**

**1a. Which evidence-based ON-SITE (A-E) pollinator-biodiversity action(s) has your business/ organisation taken in 2024? INSERT ANSWER**

**1b. Did you choose an alternative action to sowing/gifting wildflower seed mixes in 2024? YES/NO**

REMINDER: Sowing wildflower seed mixes is NOT a biodiversity action. It is a horticultural action and should not be introduced outside of your own land. Non-native wildflower seed mixes may contain invasive species such as *Black Grass* – potentially devastating for our agricultural land.

**1c. Did you choose an alternative action to managing honeybee hives/an apiary in 2023? YES/ NO**

REMEMBER: Managing honeybee hives is a wonderful hobby and absolutely fine if part of your core business. It is not, however a biodiversity action. The honeybee is a managed pollinator and may create competition for food for our wild bees. Always seek EXPERT advice if considering honeybee hives from your local beekeeping association.

**2. Which evidence-based COMMUNICATION pollinator-biodiversity action(s) has your business/ organisation taken in 2023? INSERT ANSWER**

**\*BIODIVERSITY MEASUREMENT & MONITORING**

**3. Have you mapped (mandatory) actions on [Actions for Pollinators \(biodiversityireland.ie\)](#)? YES/NO**

**4. Have you conducted any pollinator recording/monitoring on your site(s) in 2023? YES/NO**

- Did your business participate in Flower Insect Timed (FIT) Counts? YES/NO. How many?
- Did your business participate in the Bumblebee Monitoring Scheme? YES/NO. How many?

**5. Have you located your site/identified pollinator species on [Maps - Biodiversity Maps \(biodiversityireland.ie\)](#)? YES/NO**

**\*BIODIVERSITY GOVERNANCE**

**6. Is the AIPP integrated as part of your Sustainability Strategy/ ESG~CSR/ EMS? YES/NO**

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

**7. RESPONSE TO THIS QUESTION IS OPTIONAL | What are your proposed pollinator-biodiversity action(s) for 2025? INSERT ANSWER**

e.g. Track, map & manage invasives [www.invasives.ie](http://www.invasives.ie)?

OR engage with Business for Biodiversity Ireland [www.businessforbiodiversity.ie](http://www.businessforbiodiversity.ie)





**National Biodiversity Data Centre**

Implementation of the All-Ireland Pollinator Plan 2021-2025 is being coordinated by the National Biodiversity Data Centre.

The National Biodiversity Data Centre is a Company Limited by Guarantee.

Register Number: 730718

Contact: Sarah Kelly [skelly@biodiversityireland.ie](mailto:skelly@biodiversityireland.ie)