



BUSINESS SUPPORTERS: ANNUAL REVIEW 2018

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



All-Ireland Pollinator Plan Business Supporters Annual Review 2018

Background

An evidence-based guideline document ‘Businesses – actions to help pollinators’ was published in November 2016. It identifies 15 outdoor space actions and 3 additional actions that businesses can take to help pollinators. It includes a flow chart with approximate effort levels and costings for each action to help businesses decide which is right for them. A Technical Appendix and a planting code for professional landscapers are available on the Pollinator Plan website to supplement these business guidelines.

A framework for business supporters was established in November 2016, following publication of the business guidelines. In becoming a business support of the All-Ireland Pollinator Plan, each company agrees:

1. To carry out at least one pollinator-friendly action within the first year of signing up, and to plan to carry out two additional actions by 2020
2. To update the Pollinator Plan Team on the positive pollinator actions planned, implemented or maintained each year when contacted, to help us promote that work
3. That your business supports the ethos of the Pollinator Plan

The All-Ireland Pollinator Plan offers a framework to support Corporate Social Responsibility objectives, with the flexibility to choose from a variety of low/no cost actions designed to suit every business type. These can be integrated with Environmental Management Systems, such as ISO 14001:2015. Along with the business benefits that come from supporting the Pollinator Plan, registered companies will receive a certificate of participation, as well as support in developing plans to take pollinator-friendly actions within the business. Once businesses have taken pollinator friendly actions, they may also receive recognition for their work by logging their efforts on the publicly available mapping system, ‘Actions for Pollinators’. Furthermore, commitment to the plan encourages and increases employee engagement through relevant training and events and improves employee health and wellbeing, as well as supporting community engagement and strengthening relationships with local groups.

2018 review

Currently, eighty-one companies of all sizes are supporting the All-Ireland Pollinator Plan 2015-2020 (AIPP) throughout the island of Ireland. The number of businesses signed up to the AIPP is successfully increasing year on year; 7 in 2016, 15 in 2017, 61 in 2018. This first Annual Review (2018) gives an update of the action each business is taking to support the AIPP inside and outside their buildings, with their employees and within their local communities.

Bord Bia has worked closely with the National Biodiversity Data Centre to support the implementation of the AIPP through Origin Green. Origin Green is Ireland’s national food sustainability programme. It is a voluntary programme led by Bord Bia that brings together farmers, food producers, retailers and food service operators with the common goal of sustainable food production. Support of the AIPP offers businesses multiple benefits, such as demonstration of their sustainability credentials and a way of connecting with customers who care about sustainability.

A sincere thank you to all the businesses who have taken actions to help pollinators and took time to send an update for this Annual Review 2018. It is important that we track the actions taken across Ireland to support our pollinators, so every contribution is of value.



Year	2016	2017	2018	Total
Businesses Signed Up	7	15	61	81

	Name of Business	Update on activities to support the All-Ireland Pollinator Plan
1	Abbott Diabetes Care Ireland 	<p>Signed Up April 2017</p> <p>For 2018 we decided to take a new approach in our facilities pollinator plan and as part of our outreach program, we selected a local national school to mentor and encourage to start their own biodiversity program. St. Eunan’s National School, Laghey, Donegal had asked to visit our facility as they had heard about our pollinator program and were interested in starting their own. Working with the teachers and using educational material from the National Biodiversity website and the All Ireland Pollinator Plan 2020, an information booklet was shared with the students from 5th and 6th class on the day. Some really great discussions took place during a presentation and video of the Abbott Donegal pollinator program given by the members of the Abbott Donegal biodiversity team with lots of questions and answers. A tour of our site gave students an understanding of what can be achieved with little expense and how habitats can be created to promote pollinators survival.</p> <p>Since the visit, the students of St. Eunan’s National School have their own biodiversity program up and running with new habitats and planting on the school grounds visible to the public.</p>
2	ABP 	<p>Signed Up December 2016</p> <p>ABP Cahir have developed another biodiversity area at our off site coldstore facility. Butterfly boxes, bee hotels and a wild flower meadow were installed. A sign was erected to display information with regard to the area. This area has also positively contributed to the overall score in Cahir’s Tidy Towns efforts. Recognition of our biodiversity activity was awarded with best contribution to an Environmental Project by the Tidy towns committee.</p> <p>Significant work was also undertaken at our Organic beef farm outside Tipperary town to align with biodiversity best practice. An area of land on the river banks has been planted with wildflowers and indigenous trees to encourage pollinators to flourish. Bee hotels were also installed to complement the bee hives already on the farm.</p> <p>At our R&D farm in Carlow, an area of land has been designated for biodiversity and pollinators. Indigenous trees have been planted to align with the current flora and to best interact with the small stream nearby. We have continued our relationship with LIT</p>

	<p>ABP continued</p>	<p>Thurles and they have provided advice and guidance on this project. This farm was also used as a show case for Irish beef farming at the recent Global Conference on Sustainable Beef and a number of signs were erected to indicate the pollinating species at the site.</p>
3	<p>Accenture</p> 	<p>Signed Up June 2017</p> <p>Ran a biodiversity workshop in 2017 with Hannah from BITC in our offices.</p> <p>We also handed out recommended wildflower seeds to our employees to plant at home in 2018.</p>
4	<p>Acheson & Glover</p> 	<p>Signed Up May 2018</p> <p>AG in 2011 in conjunction with RESTORE, carried out a detailed restoration plan for the site after each mining phase was complete. Crievehill Quarry is a 58ha limestone site with several different micro habitats, formed a result of the extraction.</p> <p>Thus, the company was already beginning at this early stage to develop a strategy that would tie-in, with the later All-Ireland Pollinator Plan 2015-2020.</p> <p>The objectives were to create, as alluded to above several different habitats within the quarry site: -</p> <ol style="list-style-type: none"> 1. Wildflower grassland providing food for pollinators. Two areas of grassland were allowed to re-generate naturally with no nutrient rich fertilisers used. 2. Enhance pond areas by allowing a shallow back - drop of a few metres to encourage plant life for the various species of insect we wish to attract. 3. Create banks and 'bare' areas for mining bees. This was done by creating a number of vertical banks and bare areas that would be suitable for the solitary mining bees to breed. Two new banks have now been created as part of a new wash plant facility on the site during the summer of 2018 and it is already attracting a large population of mining bees.

5	<p>Adare Manor Resort</p> 	<p>Signed Up January 2017</p> <p>The plan is being implemented on their 800-acre site.</p> <p>Head Gardener is using manual weeding methods in the walled garden so as not to use pesticides.</p> <p>A large number of pollinator friendly trees were planted throughout the 800 acres. While the golf course is intensively managed (250 acres approx) there are a number of fields that are left to grow wild flowers.</p>
6	<p>AIB</p> 	<p>Signed Up October 2017</p> <p>Summary of activities from 2015 to 2017</p> <p>In 2015, The Federation of Irish Beekeeping Associations (FIBKA) installed beehives on the sixth storey roof of AIB Bankcentre in Ballsbridge.</p> <p>In 2016, AIB teamed with Trinity College on a study research that analysed pollen content and investigate the diet of urban bees. In June, as part of a new Trinity College study we welcomed for 5 weeks a colony of bees in our roof.</p> <p>Sponsors of the 2017 Biodiversity Forum, AIB has embraced the green agenda and integrated the concept of sustainability.</p> <p>2018 ACTIVITIES</p> <p>ACTION 1: Connecting and supporting our communities</p> <p>In Cork AIB occupies Matthew House, a building that adjoins an inner-city school that caters for students from challenged backgrounds who have struggled with mainstream schooling. Michael Corbett is a teacher at this school who decided to bring his own beehives onto one of its small flat roofs to teach the students all about the bees. This flat roof is overlooked by our AIB staff, who can see all the beehive activity. Recently, AIB Matthem House gave funding for essential beekeeping equipment to the school.</p> <p>Rooftop Apiary at AIB Bankcentre maintained.</p> <p>Trinity College staff at AIB: students hosted a coffee morning and sold their honey on our main branch in Cork (South Mall), raising €1,259 for Marymount Hospice and the Cork Poor Sick Society.</p> <p>The school has a UCC student who is writing a paper at the moment on 'bee therapy' and the impact that working with bees can have on youngsters with difficult issues. She is seeing real improvements in some of the students through their work with the bees.</p>

	AIB continued	<p>2018 ACTION 2: Creating a new buzz in Central Park</p> <p>In July 2018, AIB opened a new Centre of Excellence, a green certified building, in Central Park, where more than 1000 AIB staff relocated in August 2018. In October 2018, at the start the off-season and after careful consideration half our Bankcentre bees were relocated to Central Park.</p>
7	<p>An Óige - Irish Youth Hostel Association</p> 	<p>Signed up May 2018</p> <p>An Óige will be taking the following actions in the new year 2019 as part of our Bring Back Bees programme:</p> <ul style="list-style-type: none"> • Build and install Bee Hostels in 7 An Óige hostels. • Establish Pollinator Plan resources in 7 An Óige hostels. • Planting of Irish wildflowers (via Seed Bomb Ireland) at 7 An Óige hostels.
8	<p>Anovocare Nursing Home</p> 	<p>Signed up November 2018</p> <p>Plans for 2019: We care for elderly residents mainly from the local community in long term care and we have a very large area of garden to the rear of the nursing home. We hope to take action for pollinators in this garden.</p> <p>We would be most interested in becoming involved in the All-Ireland Pollinator Plan in 2019 which would not only help the local wildlife but would also allow our elderly residents to become more involved with nature preservation.</p>
9	<p>Arrabawn Co-operative Ltd.</p>  	<p>Signed up November 2016</p> <p>The Arrabawn participation in the Pollinator Plan has been very well received by all the staff at Arrabawn, especially when many of them tasted the delicious honey which we jarred and distributed with a special label designed for the event.</p> <p>As it is only the second year of the programme we are already seeing the wild flower garden develop into a habitat with a very diverse range of insect and bird wildlife population becoming more evident. I'm sure there is also an increased animal activity in the undergrowth!</p> <p>On the honeybee front, we had two very strong hives going into the winter and hopefully these will contribute to local pollination</p>

	<p>Arrabawn Co-operative Ltd. continued</p>	<p>next year while also providing an opportunity to create new colonies to expand the programme.</p> <p>The wild flower garden was also included in the Nenagh town Tidy Towns application – incidentally the town increased its score by 4 points and achieved a bronze medal.</p> <p>At another level we also got the local Mens Shed involved in making bee hives for use in the bee garden – hopefully this activity will encourage some of the Mens Shed members to take up the craft of beekeeping.</p> <p>During the winter, it’s a time to manage the bee colonies, making sure they don’t run out of food and also keeping an eye on their hives, that the bees are dry, warm and sheltered.</p> <p>We are looking forward to the next season of growth and activity in our little garden in 2019.</p>
10	<p>Arvato SCM Ireland Limited.</p> 	<p>Signed up May 2018</p> <p>Throughout 2018 we have added beehives to our site bringing our total to 5. The late spring and dry summer did not help our bees, but they made it through and are overwintering well now. A bee hotel was constructed using pallets and a fallen tree cut into sections and drilled for solitary bees and other insect life. It has full time residents and we are really pleased that it has worked so well.</p> <p>On-going plans are the stoppage of weed killing sprays and pesticides, the setting aside of some grass, reduce cutting to let it grow and encourage plant and wildflowers. A small test area was successfully planted with wildflowers and this area will now be increased. A selection of large stones and branches was introduced which we plan to use to grow moss on and keep a moist wet area available for wildlife. A pollinator friendly meadow mix is what we plan to plant, to include shrubs to maintain structure during die-back time. We hope to keep our bee population strong and hopefully increase our hives again in spring 2019. There are other things we plan to look into such as planting rare breed Irish fruit trees, Apple and pear, cooking and eating varieties.</p> <p>The pollinator plan leaflets were distributed among our employees and some other posters showing ways of improving pollination and the use in the home-garden were put up for the employees to read.</p>

	Arvato SCM Ireland Limited. continued	<p>We do not have a huge area to work with but are trying to do everything we can with the space available while keeping a balance of a “neat appearance” to the front of the building’s.</p> <p>A herb garden is growing at each building and these are getting established at present.</p>
11	<p>Astellas Ireland Co Ltd</p> 	<p>Signed up November 2018</p> <p><i>An update of action taken will be provided in future years</i></p>
12	<p>Balfour Beatty</p> 	<p>Signed up May 2018</p> <p>BBCLG are the contractor for Gas Networks Ireland (GNI). By working with GNI we have access to sites throughout the whole country which enables us to enhance the biodiversity and create areas of pollinator friendly areas throughout the grassland areas of the Above Ground Installations (AGI).</p> <p>To begin with we have incorporated AGI’s to implement the following steps to increase pollinator productivity in the designated areas:</p> <ol style="list-style-type: none"> 1. Reduce grass cutting 2. Erection of bird boxes in the areas <p>For 2019 we hope to agree more areas for reduced grass cutting and also implement the erection of man-made clay mounds for bee hotels to prosper.</p>
13	<p>Beeactiv Ltd.</p> 	<p>Signed up January 2017</p> <p>Helped in the signing up of Adare Manor as a business supporter of the All-Ireland Pollinator Plan in 2017.</p> <p>We planted over 200 pollinator friendly trees in South Tipperary in 2018 and maintain a no spray policy in our apiaries.</p>

14	<p>Bee Green Ireland</p> 	<p>Signed up November 2018</p> <p><i>An update of action taken will be provided in future years.</i></p> <p>“We are delighted and proud to be involved in this important and worthwhile project.”</p>
15	<p>Blanchardstown Centre</p> 	<p>Signed up March 2018</p> <p>At Blanchardstown Centre we allowed a wildflower area to grow beside the multistorey carpark.</p> <p>We have added additional pollinator friendly plants and wild flowers to the existing planted area.</p> <p>Plan from February 2019 is to include signage to pollinator friendly areas and additional areas to be planted with pollinator friendly plants.</p>
16	<p>Bold Puppy</p> 	<p>Signed up April 2018</p> <p>Bold Puppy is a video production company operating out of two separate studio spaces, one based at Harold's Cross, Dublin in an industrial estate and the other based in Portmagee, Co. Kerry in a rural location.</p> <p>Action completed in 2018: Planting of flower garden at front of office space in Portmagee</p> <p>Actions planned for 2019: Planting of window boxes outside Dublin studio space. Placing of Bee Hotel outside Dublin studio space. Appropriate signage placed to inform people of All Ireland Pollinator Plan.</p>
17	<p>Boortmalt</p> 	<p>Signed up September 2018</p> <p>Since joining the All-Ireland Pollinator Plan in 2018 we have set aside two specific areas;</p> <p>A) A 5.2-acre section of land in our Heirloom site which was sown as a “Wild Flower Meadow” in the spring of 2018. This section of land is committed to the Pollinator plan for the next 6 years.</p> <p>B) A 2-acre section of land at the Athy Malting site which will have “Wild Flowers” sown annually.</p>

	<p>Boortmalt continued</p>	<p>In the Heirloom site we have created an insecticide exclusion zone (no application of insecticides in the surrounding 52 acres). Herbicides and fungicides will only be applied as required and at night, to mitigate the possibility of harmful effects on pollinators. The hedgerows within and surrounding our sites are managed sympathetically to the benefit of all pollinators.</p> <p>Boortmalt IRL has two operational sites (Athy Maltings and New Ross Intake) where we intend to place “swarm traps” in 2019 and manage the internal areas (lawns and flower beds) to enhance the benefits to pollinators. Boortmalt has contacted local bee keepers with a view to introducing beehives in Athy and at the Heirloom site. We intend to place pollinator signage on both sites when the swarm traps and beehives are in place.</p>
18	<p>Caherbeg Free Range Pork Ltd.</p> 	<p>Signed up May 2018</p> <p>Since the beginning of the year, we have planted 2000 mostly native trees on the farm and in the coming year will be planting more but this time, it will be planted as commercial agroforestry. Over the next few years, we plan to harvest hay between the rows of trees.</p> <p>We will be planting insect friendly grasses and plants 2019. We have a small river running along an edge of the maturing forestry plantation and we have cleared about 15 ft of ground to allow ‘weeds’ to grow. I identified Mint growing wild in this area. We have made a track through an area of deciduous forestry and I’ve identified spearmint growing wild. I plan to plant some sunflower seeds in 2019.</p> <p>Because we are food producers, we have to spray weedkiller around the immediate area of the buildings, but we don’t spray insecticides or herbicides, nor do we spread any fertilizer on the ground anywhere else. There was an amazing crop of blackberries this year and the gorse did well also. Again, no sprays and they can grow to their hearts content.</p> <p>Willie, my husband, has created a pond. It is at the end of our small orchard, which is utterly wild so hopefully more insects will enjoy the area.</p> <p>Willie has also left trees here and there that have fallen to rot naturally, and these will provide more insect habitation.</p> <p>Finally, we have a quantity of Myrtus Locus growing wild and have left it for the insects and the berries for the birds.</p>

19	<p>Cairn Homes</p> 	<p>Signed up November 2018</p> <p>This year we have expanded on our biodiversity initiatives including creation of a stream meadow seeded with native wildflowers in Elsmore, A wildflower seeded 'green wall' engineering solution in Glenheron, an educational tree trail in Marianella and the continuation of our Native tree and pollinator friendly planting policy throughout all developments.</p> <p>We also provide a packet of pollinator friendly bulbs and information to every customer and will be continuing to champion biodiversity as a priority in 2019 with our community planting days and other planned initiatives.</p>
20	<p>Claremorris Free Range Eggs</p> 	<p>Signed up April 2018</p> <p>We have completed a site survey and have assigned an area which we are aiming to plant bee friendly trees and plants.</p> <p>We have an area of rosemary growing and an orchard area which we are hoping to introduce hawthorn, black thorn trees and bramble to in 2019.</p> <p>Our plan for 2019 includes having designated areas of lawn uncut for certain times of the year for our wild flowers.</p>
21	<p>Cool Planet Experience</p> 	<p>Signed up July 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
22	<p>Country Crest</p>  	<p>Signed up December 2016</p> <p>Following a successful introduction of one bee hive into our Heritage orchard in 2017 we managed to split this and generate two new hives in May/June of 2018. This is a huge step for us.</p> <p>Although we are surrounded by a lot of hawthorn and bramble hedges we also laid down an area of 1.5acres specifically for wild flowers that will attract our bees.</p>

	<p>Country Crest continued</p>	<p>We sowed seed of the following Phacelia, Borage, Buckwheat and Red clover at different times, so we could spread the flowering season.</p> <p>We also reduced the number of mowings in our orchard to encourage wild flower growth.</p> <p>We use our social media platform on twitter to spread the news about our biodiversity area and the work we do.</p>
<p>23</p>	<p>Dawn Farm Foods</p>  	<p>Signed Up September 2018</p> <p>We have taken a holistic approach this year to the All-Ireland Pollinator plan and want to make in an impact both on site, in our employee’s homes and in our local community.</p> <p>To this end, we have partnered up with the Naas Men’s Shed.</p> <p>We generate large volumes of waste pallet wood on site and we engaged with the Men’s Shed to see if they could build bee hotels from this waste wood. So instead of the wood leaving site as a waste, it is to be put to positive use. Our plan is to offer all our employees an opportunity to register for a bee hotel to take home, along with us strategically placing these around our site to enhance local biodiversity. This project also generates work for the members of the Men’s Shed.</p> <p>We have run an internal awareness campaign around this initiative so that employees understand why we are doing it and the importance of utilising local voluntary community groups.</p> <p>Dawn Farms has donated a Defibrillator to the Men’s Shed and Rathasker Road community of Naas as part of this initiative. We invited the Men’s Shed to site on September 27th where they presented us with samples of the hotels that they have made. Employees got an opportunity to register for a bee hotel and these are currently being produced by the Men’s Shed.</p> <p>Once completed, we will issue these to staff along with placing them around our site in Naas and will update our status on the Pollinator website.</p>

24	<p>Dublin Airport</p> 	<p>Signed up August 2018</p> <p>We have produced our own honey from bee hives on the airport site. Honey from bees in hives located on Dublin Airport lands is now available for passengers to buy exclusively in Terminal 1 at the airport. Nect-Air is a 100% natural Irish honey harvested from four hives housing more than a quarter of a million Irish dark native honey bees on airport-owned land. Dublin Airport's bee hives were installed on airport lands with the help and advice of the Fingal North Dublin Beekeepers' Association and the Department of Agriculture, Food and the Marine. The 250,000 bees who live and work in the airport apiary feed on nearby wild plants such as clover, blackberry, and hawthorn.</p> <p>We also installed some bug hotels around the site and have planted pollinator friendly plants such as heather around the airport environs.</p> <p>In 2019 we hope to expand some of this planting to include wild flower areas. We are also in the process of planting an eight-hectare site with native trees and shrubs in order to develop a vibrant habitat off-site. We hope to have the area established over the next 2-3 years.</p>
25	<p>Dundrum Town Centre</p> 	<p>Signed up February 2017</p> <p>Dundrum Town Centre have greatly enhanced the biodiversity onsite throughout 2018. We have installed 6 beehives on the roof, which are monitored weekly throughout the warmer months and monthly throughout the winter. All are healthy hives and we have produced a small batch of honey which we are sharing with the staff here.</p> <p>We built a Bug Hotel in our garden which we hope will house solitary bees throughout the winter.</p> <p>We planted 4,000 pollinator bulbs in our garden which was "buzzing" with activity throughout the summer.</p> <p>We had a biodiversity assessment carried out on site and plan to make more improvements in 2019 with the planting of native trees and plants. We are also installing living walls to the inside of the mall to increase the plant life inside the centre.</p>

26	<p data-bbox="358 199 483 226">Ecoseeds</p> 	<p data-bbox="641 199 846 226">Signed up 2016</p> <p data-bbox="641 268 1503 338">Voluntarily worked with the All-Ireland Pollinator Plan to create the How-to-guide Creation and management of a wildflower meadow.</p> <p data-bbox="641 380 1503 449">In 2018, planted a wild flower meadow with Danske Bank and gave a talk on Pollinators to their staff.</p>
27	<p data-bbox="375 529 467 556">Elavon</p> 	<p data-bbox="641 529 911 556">Signed up April 2017</p> <p data-bbox="641 598 1503 709">In Elavon, we built a raised bed using recycled wood close to our pond area in which we planted lavender and rosemary and we have plans to build more in Spring 2019, using recycled material.</p> <p data-bbox="641 751 1503 856">We have retained a lot of the wild area around the grounds as they contain wild flowers, hedgerows & blackberry plants that are attractive to bees.</p> <p data-bbox="641 898 1503 1199">We spoke to our maintenance crew who mow the lawns and have asked them to not mow so frequently in the summer and to leave an area behind our smoking shed wild. We are using coffee grounds from the site in the garden (not sure how bee friendly that is, but it is good for the plants and they are good for the bees!). Elavon have just sponsored a roundabout with Arklow County Council and part of the plan is to ask them to plant bee friendly shrubs and flowers on the roundabout at Ballynattin in 2019.</p> <p data-bbox="641 1241 1503 1381">In addition, we have a specific notice board assigned to pollination on our main floor to encourage our employees to take up the cause and bring pollinators and a green theme in general to their own households.</p>
28	<p data-bbox="358 1495 483 1522">Encirc Ltd</p> 	<p data-bbox="641 1495 992 1522">Signed up September 2018</p> <p data-bbox="641 1566 1503 1635">We have committed to protecting existing pollinator habitats and have also reduced the cutting of grass verges on the site.</p> <p data-bbox="641 1677 1503 1818">A local school is growing pollinator friendly flowers & plants that we purchased, and we will plant them in the New Year of 2019 on site. We have built a Bug hotel and have a local Men's Shed building some other bee hotels.</p>

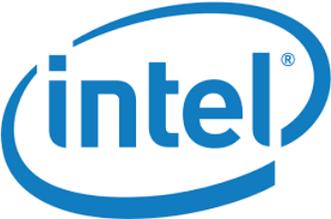
	Encirc Ltd continued	<p>The Pollinator Plan website and Guidelines have been shared on our Workplace intranet. (This is available to our 1200 employees in both our plant in Ireland and our plant in England).</p> <p>We also have plans to plant a native wildflower meadow in 2019/2020 as part of a site redevelopment project.</p>
29	<p>Facebook Data Centre Clonee</p> 	<p>Signed up July 2018</p> <p>Here at Facebook, the pollinator plan has been a resounding success and has not only improved the diversity of plants for our pollinators but has also added to the overall appealing appearance of the campus. We now have 10 healthy bee hives and have planted over 1000 pollinator friendly plants, not to mention the widespread clover among the 250 acres of land.</p> <p>We employed a landscape company to prepare ground conditions for the supply and planting of 1000 Pollinator shrubs. The landscape company installed a soil compost mix to condition soil and supplied and planted a list of plants approved by myself for the pollinator plan. In this area, we now have Prunus spinose, Ceanothus Autumnal Blue, Winter Honeysuckle, Ulex and Mahonia. We also ensured to protect and maintain as much of the natural boundaries and wild plants already in the area. This includes as many trees as possible with one 400-year-old Oak tree.</p> <p>The 10 beehives are really healthy, and we did take honey from each hive this year. We extracted the honey in September and shared it among local people as well as employees and contractors. I trained up 10+ Facebook employees in bee keeping techniques and it looks like we have some potential future devotees to beekeeping.</p>
30	<p>Fairyhouse Steel</p> 	<p>Signed up July 2018</p> <p>Fairyhouse Steel has been involved in Bumble bee monitoring as part of the All Ireland Pollinator Plan 2015-2020 since 2016, it plays a large part in our Environmental and Sustainability objectives and targets. During this time, we have encouraged bee populations on site by enhanced planting of pollinator friendly plants in a meadowland setting.</p> <p>In 2018 we have extended the area of our facility and hope to continue in 2019 with planting meadowland plants in a greater</p>

	Fairyhouse Steel continued	<p>area. We also introduced a Bee Hotel and a number of insect boxes to site this year.</p> <p>Since 2016 we have endeavored to educate our employees and visitors about the importance of environmental biodiversity and pollinator protection. We supply employees and visitors with important information and tips on how to be environmentally friendly and encourage pollinators on site and at home.</p> <p>We hope to continue with this successful approach for the duration of the All Ireland Pollinator Plan 2015-2020 and beyond.</p>
31	<p>Farmhand</p> 	<p>Signed up November 2018</p> <p>I have been a beekeeper for the last 10 years or so (just one hive) and am acutely conscious of the challenges facing our pollinators.</p> <p>May 2018, I planted 1 acre here in Damastown with a bee-friendly mix and was delighted to see that it attracted a huge number of solitary and bumble bees and also plenty of butterflies. I will see how it emerges in the spring 2019 and will re-plant or over-seed if needed.</p>
32	<p>Finnegans Farm</p>  	<p>Signed up January 2018</p> <p>We housed 3 beehives in our oil seed rape fields in Lucan this year 2018 and in the previous year.</p> <p>During the year, we also invited up the local school in Kentstown to help us to decorate the bird boxes that we were putting up. We also made an insect motel with them as well. We brought them up for a tour of the farm and to plant their own potatoes with a little bit of biodiversity thrown in as well.</p>
33	<p>FP McCann Ltd.</p> 	<p>Signed up June 2018</p> <p>Mowing - We do not cut or mow around our facilities. Managing for pollinators in 2019 by cutting once yearly.</p> <p>Planting - we have plenty of existing vegetation around the quarries and factories, and plan to add in some additional wild flowers and help existing wild flowers to grow through grass cutting management.</p>

	FP McCann Ltd. continued	<p>We do not use any Pesticides.</p> <p>Nesting – in 2019 I am going to try and get some bee hotels installed.</p>
34	<p>GAA National Games Development Centre</p> 	<p>Signed up July 2018</p> <p>An area was selected here at the GAA National Games Development Centre which we have not mowed since July 2018 but will give it a cut during the Winter.</p> <p>We have stopped the spraying of any chemicals in the area. Our plan over the Winter is to plant up areas with groups of spring bulbs, fruit trees and other bee friendly plants and to mow a path through the area to encourage people to walk through it. The area has signage up to indicate that it is a designated biodiversity area.</p>
35	<p>Gannon Homes</p> 	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years.</i></p> <p>Gannons are putting in place a series of proposals for Clongriffin to include temporary clover meadows, spring bulbs, a willow plantation, and Bee boxes for 2019.</p>
36	<p>Genovese Foods</p>  	<p>Signed up March 2017</p> <p>In 2018, we supported the NCAD Community Garden in Thomas Street, Dublin, funding pollinator planting and the construction of Bee Hotels. This was a large urban garden growing vegetables with the help of recovering addicts and those effected by homelessness. It was a great and very worthwhile inner-city project but sadly the garden has now closed.</p> <p>We have contacted 3 local schools offering funding for talks with the students in 2019. I am planning with Steven Matthews of the Green Party in Wicklow (where I live) and he has some Pollinator Ideas for me that include roundabouts in our area.</p> <p>Although this last action is outside of Ireland, we would like to note that we have supported pollinators in Africa by funding the gift of 6 hives of honeybees to a struggling family in the Developing World with Bóthar. For the past 18 months Bóthar has been running a successful bee-keeping programme in Blouberg, near the town of Dendron in the Limpopo District of South Africa, providing</p>

	<p>Genovese Foods continued</p>	<p>education and a sustainable source of income using Honey Bees, for children who have been orphaned by HIV/ AIDS. At 13 and 14 years of age, they are now caring for their brothers and sisters and there are little or no opportunities for them in their village.</p> <p>Every participant receives regular training from other established bee-keepers in the group and from a local agricultural advisory group who help with the practical and theoretical aspects of bee- husbandry, the production of honey and the sale of wax. With these skills, participants can earn an income by selling surplus honey and wax at the local market.</p>
<p>37</p>	<p>Glanbia Consumer Foods</p>  	<p>Signed up November 2017</p> <p>Glanbia Ireland is a founding member of Origin Green and are committed to the development of sustainable farming and business practices across our tillage and dairy farm base. Glanbia are in a unique position with oversight of our supply chain from animal feed and tillage inputs through to finished grain and dairy products. As a business we are very aware of the dependence of our industry on the pollinator population and are delighted to be part of the All-Ireland Pollinator Plan.</p> <p>We have used the plan in 2018 to raise awareness of the pollinator project among our workforce with pollinator friendly planting in our production sites. This year we completed the installation of a large pollinator meadow at our site in Ballitore and have created earth banks to promote a suitable habitat for mining bees. Participation in the All-Ireland Pollinator Plan is a key part of our Sustainability strategy and an area we aim to grow in the coming years.</p>
<p>38</p>	<p>Glenisk</p>  	<p>Signed up September 2018</p> <p>Glenisk is a sustainable family business, best known for its award-winning range of organic yogurts, produced on the site of the family farm, just outside Tullamore in Co. Offaly. Passionate about protecting our natural environment for now and preserving it for the generations to come, Glenisk commits each year to introducing new initiatives designed to lessen our environmental impact as we redouble our efforts to become a carbon neutral business. Known for its pioneering organic agriculture and all of the benefits it brings in terms of soil, water, biodiversity and animal welfare, we are one of the first certified members of Origin Green, Ireland's Sustainability programme. Other initiatives over the years at</p>

	<p>Glenisk continued</p>	<p>Glenisk have included using renewable energy at our manufacturing facility, reducing waste to landfill, converting company vehicles to alternative fuels and erecting a wind turbine at our base. The turbine powers our innovative reedbeds; these beds, already five acres and set to double in the coming year, are designed to manage our waste water and contribute to flourishing habitat, rich in flora and fauna.</p> <p>For 2019, in partnership with our committed customers, we will launch a programme to reforest a local woodland. Our business was named for Glenisk Woods, an ancient but lost woodland that had been denuded over centuries. Replanting this forest is an ambitious but necessary project to help promote biodiversity and reinvigorate an area of distinctive natural beauty. The woodland will be certified organic.</p> <p>Our ambition for our pollinators in 2019 is that both our reedbeds and our woodlands will provide a sheltered area for our bees – a bees’ paradise!</p>
39	<p>Granville EcoPark Limited</p> 	<p>Signed up July 2018</p> <p>Granville Ecopark have created our own onsite “Bee Garden” with around 20 different varieties of pollinator friendly flowering plants.</p> <p>The area was full of rubbish and nettles but has been transformed into a garden for the bees and employees alike. The fresh soil was planted with long-flowering meadow seeds (Action 3), potted plants and pollinator friendly Tulip bulbs (Action 6).</p> <p>We have a small Bee hotel/B&B installed (Action 13) along with some Bee baths.</p> <p>In spring 2019 we are planning to plant some pollinator friendly containers and flower beds.</p>
40	<p>Icon Clinical Research</p> 	<p>Signed up June 2018</p> <p><i>An update of action taken will be provided in future years.</i></p> <p>In 2019, we plan to engage the services of a bee expert who manages hives off site and are currently awaiting his various proposals. We are also arranging a workshop for staff.</p>

41	<p>Intel Ireland</p> 	<p>Signed up in 2016</p> <p>We identified opportunities to develop the site and formed a Biodiversity Plan which looked at the Intel National Biodiversity Plan along with the All Ireland Pollinator Plan. Items included the installation of a two-acre wildflower meadow, native tree planting, insect boxes, and a biodiversity landscaping plan for the site. The arboretum is home to 27 native Irish trees as well as a restored 310-year-old orchard. The orchard is home to 17 apple trees of different varieties as well as plum and pear.</p> <p>In April one of our Pride of Place winners Scoil San Carlo Junior School launched their sensory garden and playground. This garden incorporates sustainable planting areas that include plants that attract pollinators.</p> <p>In May as part of Maynooth Universities biodiversity week; we hosted a group visit at the Intel wildflower meadow. This year's focus was on recording Biodiversity.</p> <p>Internal and external awareness of Intel's biodiversity programme as part of biodiversity week; through social media. Over the summer logging of Intel meadow plant species into the national pollinator database.</p> <p>In October, we hosted visitors from Boston, Massachusetts called 'Pollinators Welcome' who wanted to learn more about our biodiversity activities on site and how business can help the local community.</p> <p>Biodiversity within the community: we launched the North Kildare biodiversity map, which Intel, in collaboration with the 3 local Tidy Towns of Leixlip, Celbridge, Maynooth and St. Patrick's College Maynooth came together to document key biodiversity features in North Kildare using the Pollinator Plan as the foundation for the work.</p>
42	<p>Irish Distillers Limited</p> 	<p>Signed up November 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>

43	<p>Irish National Stud & Gardens</p> 	<p>Signed up May 2018</p> <p>Continuing on from a successful 2018 year at the Irish National Stud & Gardens we plan to continue on with our existing contribution to the pollinator plan.</p> <p>Extensive plants are to be added to the Herbaceous border including plants such as monarda, centaurea, hellebore, delphinium and penstemon. Bee friendly perennial plants to replace traditional annual bedding in containers. We are also in the process of planting native hedge row plants around the farm and estate over the winter months.</p> <p>In St Fiachras garden we will continue to add patches of grass areas with reduced mowing to allow native meadow flowers to grow.</p>
44	<p>Irish Register of Herbalists</p> 	<p>Signed up September 2018</p> <p>The Irish Register of Herbalists are delighted to be a part of AIPP Business plan and over the next couple of months we hope that all our herbalists will engage with us with a view to implementing a plan in their respective locations to encourage and support pollinators.</p> <p>Our Physic garden in St Anne's Park will continue to be our main centre of attention for 2019, as here we have over 120 different herbs on display which attract large numbers of bees and butterflies to the garden, yet we feel we can and will do so much more as we plan to set aside areas for wild flowers and set up insect and bug hotels.</p> <p>As we will re-open to the public next Spring we plan to encourage the general public to get involved and we intend to incorporate information on the importance of pollinators in all our herb walks and talks.</p> <p>This Summer we noticed lots of solitary bees and butterflies in our garden at different times throughout the year so in 2019 we plan to keep a detailed log of times and species and record such information as this will be important data to have going forward.</p>

45	<p>Janssen Supply Chain Ireland</p> 	<p>Signed up March 2018</p> <p>We are delighted to be a part of this great initiative and have conducted on site studies with the assistance of Dr Una Fitzpatrick and local Bee keepers to ensure that we can make this program a success.</p> <p>We have completed a full site survey and have a master document controlling our planting program onsite. 2019 will see the introduction of beehives to Janssen, reinstatement of large pollinator friendly areas after construction, and construction of viewing points for the new beehives on our existing Slí Na Slainte walk.</p>
46	<p>Kia Ora Mini Farm Ltd</p> 	<p>Signed up July 2018</p> <p>Earlier this year we invested in Bee Hotels and installed them around the farm. We have maintained hedgerows and allow them to flower and there are certain areas around the farm that are never mowed but are grazed naturally by our animals. We have installed more flower beds and trees and encouraged natural wild plants such as ivy, dandelions, foxgloves, wild garlic, snowdrops and bluebells and wildlife to flourish in our forest.</p> <p>We have planted more bee friendly plants in flower beds all around the farm and installed window boxes and hanging baskets, which not only encourage bees and butterflies but look and smell amazing. We also have an area of wildflowers (which we have decided to add a few fairy doors to). We have also added in a new water feature in which bees may refresh on their travels.</p>
47	<p>Kinahans Whiskey</p>  	<p>Signed up September 2018</p> <p>Kinahan's Irish Whiskey Limited has installed 6 bee hotels on one of our sites in Birr. This site is called "Old Birr Distillery" situated in the outskirts of the town along the river.</p> <p>4 out of the 6 bee hotels were homemade from big logs we got and recycled planks by adding sloped roofs on them for extra shelter.</p> <p>We have also added 4 extra wooden structures with holes drilled in. All together we have in the excess of 100 holes. These are placed in sheltered positions to optimised habitat for pollinators but still facing South/South east.</p>

	Kinahans Whiskey continued	We have started cutting down on our frequency of spraying pesticides around our footpaths and this seems to be working well for us.
48	<p>KSG Catering Ltd</p>  	<p>Signed up June 2018</p> <p>Since joining Biodiversity Ireland's All-Ireland Pollinator Plan our initial focus has been in protecting wild flower pollinator habitats.</p> <p>We are extremely fortunate to have access to two farms which grow fresh produce for use in our catering facilities. On our farms we have highlighted areas that allow wildflowers flourish at the field boundaries and we have put measures in place to protect these.</p> <p>We are also working with our clients to identify areas within their grounds that can be planted as wild flower areas with the possibility of adding beehives in certain sites into the future.</p>
49	<p>Lidl Ireland</p>  	<p>Signed up September 2018</p> <p>Sustainability is at the core of our daily operations, with a strong ethos of responsibility towards people, society and the environment embedded into our company's mission. Through our sustainability programme 'A Better Tomorrow' we are working towards a successful, sustainable future, not just for our business but for all the communities we serve. 'A Better Tomorrow' is comprised of four key pillars, Responsible Sourcing, Protecting the Environment, Team Lidl and Community Works.</p> <p>In 2018 we begun working on our pollinator plan as part of our commitment to the environment and biodiversity. This year we committed to the Biodiversity Ireland Pollinator Plan and set out a project plan for 2019.</p> <p>We are looking forward to implementing and sharing this plan in 2019.</p>

50	<p>Lismore Food Company</p>  	<p>Signed up May 2017</p> <p>No hedge cutting on east side of property.</p> <p>Used no herbicides for the year.</p> <p>Planted: Large beds of rosemary and thyme also planted sage, chives and oregano. Lavender (300 plants approx). Snowdrops, crocus, agapanthus, and fishermans rods.</p> <p>One third of grassed area was mown only once every two/three months. Cleared several areas on the south facing bank for wild/solitary bees to nest.</p>
51	<p>Lottie Dolls</p> 	<p>Signed up July 2017</p> <p>Designed and created a Bee Yourself doll and Outfit in support of World Bee Day.</p> <p>Published a blog post to promote the All-Ireland Pollinator Plan: https://www.lottie.com/blogs/blog/happy-world-honeybee-day-bee-yourself-and-become-a-pollinator-protector</p>
52	<p>Mattest</p> 	<p>Signed up September 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
53	<p>McCormack Family Farms</p>  	<p>Signed up November 2018</p> <p>In the last two years we have picked areas in 3 of our fields which we consider waste areas, meaning areas we can't grow in. So, I decided to plant some trees and allowed the grasses and perennial weeds to grow as normal and sowed wild flowers there too.</p> <p>The idea is, the birds, butterfly's and bees have a safe area to live, expand and live in an area which is protected from all horticultural practises. In the summer we have seen bee, fly and bird activity growing to our delight.</p> <p>2019 I will increase our safe areas to all our fields.</p>

54	<p>Meade Potato Company</p>  	<p>Signed up May 2018</p> <p>Introduction of a resident Beekeeper Ken Boyle at Meade Potato Company. Completed May 2018</p> <p>We have introduced honey bees to the site. The colony is a Native Irish Black Bee or Apis Mellifera Mellifera. Each colony has a lineage and Ken records each split so it can be traced back if need be.</p> <p>Increase of hives from 5 to 20 during 2019. Ken is not taking honey from the hives in the hopes of splitting the hives and increasing to 20 hives total.</p> <p>Planting of Wildflowers throughout the Meade Farm. Completed May 2018 and ongoing in 2019.</p> <p>2019 Plans: 4 Primary and Secondary School visits with Ken Boyle and MPC to explain the importance of bees and how colonies work. Production of Beekeeping at Meades video for social media and web. Inclusion of beekeeping report in Employee Newsletter and signage in employee area on our beekeeping activities.</p> <p>Reduction of pesticides on Meade crops.</p>
55	<p>Michelle Delaney Herbalist</p> 	<p>Signed up September 2018</p> <p><i>An update of action taken will be provided in future years.</i></p> <p>Plan for 2019: “‘That I am filling my garden with wildflowers - wall to wall. It’s only a small garden outside my herb room but every little helps.”</p>
56	<p>Milverton Landscapes</p> 	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>

57	<p>Mr Jeffares Blackcurrants</p>  	<p>Signed up September 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
58	<p>Newbridge Foods Ltd.</p> <p>Newbridge Foods Limited</p> 	<p>Signed up May 2017</p> <p>Two years ago, when we signed up to the All-Ireland Pollinator Plan we carried out 2 actions on site as follows:</p> <ol style="list-style-type: none"> 1. Installation of 2 bee hives on waste ground on outer perimeter of our site, which contains a number of pollinating plants in the surrounding area. <p>A contractor who is regularly on site oversees the upkeep of the hives as they are also qualified bee keepers and were very enthusiastic when they heard we were participating in the plan. They have removed honey from the hives since their installation and entered the honey in competitions and we have won 2 prizes for quality of the honey produced over the period.</p> <ol style="list-style-type: none"> 2. A landscape contractor who carries out landscaping on site from late spring until autumn cultivated a section of perimeter ground and planted a series of pollinating plants for bees on site and also other insects and animals including shrubs and trees. They are contracted to manage the area as part of their contract. <p>At the moment we don't have any plans to initiate more actions for 2019 on top of the actions stated above but will revert with updated plan if that occurs.</p>

59	<p>Newgrange Gold</p>  <p>NEWGRANGE GOLD</p> <p>Origin Green IRELAND</p>	<p>Signed up November 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
60	<p>Northstone Materials Division</p>  <p>NORTHSTONE <i>Materials</i></p>	<p>Signed up September 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
61	<p>Novokem</p>  <p>NOVOKEM</p>	<p>Signed up November 2016</p> <p><i>No update received of action taken by Novokem.</i></p>
62	<p>O'Donnell Furniture Makers</p>  <p>O'Donnell Furniture Makers</p>	<p>Signed up June 2018</p> <p>We analysed the gardens and surrounding wildlife of our 60,000 Sq. Ft facilities and have a lot of bee friendly lawns, plants and shrubbery on site. We have put aside sections of our lawns and flower beds with the hope of developing a safer environment for the pollinators.</p> <p>Over the next year of 2019, we have put rules in place, to avoid the cutting of lawns and bush areas to help this development.</p> <p>In addition to this, we communicated information on wildlife friendly gardening and the purpose of this plan to all our employees with the hope of taking our pollinator plan and implementing it at home where ever we can.</p>

63	<p>O'Neills Dry Cure Bacon Co</p>  	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years.</i></p>
64	<p>Peter Cuthbert Horticultural Services</p>	<p>Signed up October 2018</p> <p>My participation and support for the All Ireland Pollinator Plan is centered around a number of elements: Giving presentations at Biodiversity Spring Seminar, Athlone, Biodiversity week Dun Laoghaire Council. Encouraging Business sign up, with Gannon Homes becoming first property developer to sign and support objectives of the All Ireland Pollinator Plan. Keeping records of plants visited by Bumblebees, Hoverflies throughout the year and making available photos for National Biodiversity Data Centre to use.</p> <p>Working with Local Authorities on developing Pollinators initiatives ie Limerick City on making Summer bedding pollinator friendly and developing sustainable planting schemes. Working with Maynooth Tidy Towns to develop pollinator friendly schemes in the Town.</p>
65	<p>Portmagee Distilling and Brewing Company Ltd</p>  	<p>Signed up April 2018</p> <p>Portmagee Whiskey is a new Irish Whiskey company based in Portmagee, Co. Kerry in a rural location.</p> <p>Action completed in 2018: Portmagee Whiskey registered as Bord Bia Origin Green Company with sustainability goals including actions for supporting Pollinators.</p> <p>Actions planned for 2019: Allowing natural hedgerow growth in surrounding fields.</p>

	<p>Portmagee Distilling and Brewing Company Ltd continued</p>	<p>Appropriate signage placed to inform people of All Ireland Pollinator Plan.</p> <p>Future Long-term Plans: Development of Woodlands and Pollinator Friendly Areas - We are currently in contact with Dept of Agriculture, Food and the Marine in relation to options available under NeighbourWood Scheme. Development of Bee Colony and Honey collection for spirits production. Development of "PortmaBee Village" - Recreation of miniaturized Portmagee Village streetscape but designed for Pollinators.</p>
66	<p>Pritchitts A Lakeland Dairies Company</p> 	<p>Signed up December 2016</p> <p>Since joining the All-Ireland Pollinator Plan we have set aside 4.8 acres of woodland to be managed for the benefit of pollinators at our Newtownards Manufacturing facility. Over the next year we hope to introduce beehives into this area.</p> <p>In addition to this last year we communicated information on wildlife friendly gardening to all our employees and will resend this information out again in Spring 2019.</p> <p>We also have recently joined Ulster Wildlife as a Corporate Member.</p>
67	<p>Regeneron</p> 	<p>Signed up March 2018</p> <p>In March 2018, Regeneron Limerick became a member of the All-Ireland Pollinator Plan 2015-2020. Since then employees have worked on implementing actions and raising awareness of the plan in the workplace.</p> <p>Every April, Regeneron runs a series of events for "Earth Week", an annual event to mark Earth Day. Employees were able to engage with members of the site's Environmental team who showcased actions that were implemented, outlined future actions and raised awareness among colleagues on how everybody can make a difference in their own homes and communities.</p> <p>During "Earth Week" event, Regeneron installed three bee hotels and erected an information board detailing the life cycles of the solitary and bumblebee on site. We also held a children's biodiversity themed art competition for the children of employees.</p>

	<p>Regeneron continued</p>	<p>All participants received a goody bag for their creative endeavors and prizes included bee hotels.</p> <p>Planned next steps for Regeneron is the installation of additional bee hotels and the planting of native <i>flora</i> on site. The company also plans to install native honeybee hives on site to help improve the biodiversity of the surrounding environment.</p>
68	<p>Rocker Organic Farm</p> 	<p>Signed up September 2018</p> <p>Rocker Organic Farm is a 20-acre family farm near Templemore in North Tipperary. It produces organic salad leaves. It signed up to the All-Ireland Pollinator Plan as part of its commitment to sustainable farming. Steps taken so far have been reducing hedge trimming to once every two years, allowing buffer margins at their base, planting wildflowers and introduce cavity-dwelling bee boxes.</p> <p>Its organic status also means that it doesn't use harmful chemicals on the farm.</p>
69	<p>Ronan Mac Diarmada & Associates Ltd.</p> 	<p>Signed up October 2018</p> <p>We are delighted to be the first landscape architecture firm to be signed up to the All-Ireland Pollinator Plan. We have nominated a number of the large developments below as pollinator friendly - we are trying to include some garage stopovers as pollinator friendly.</p> <p>Clongriffin - New town - 2000 units Kilcarbery - Joint venture with SDCC - 975 units. Charlestown Finglas - 777 units</p> <p>We have designed Clongriffin a new town in North Dublin as a pollinator friendly landscape in an urban environment using pollinator friendly trees, hedges and plants. Our client Gannon homes have also signed up to the plan and are the first development company to have done so.</p> <p>Kilcarbery is one of the largest PPP with South Dublin County Council in the history of the state, delivering 970 units in an urban framework across approx 37 acres. The design was awarded to RMDA, the design team and on the basis of delivering a sustainable biophilic design that included pollinator plants.</p>

	<p>Ronan Mac Diarmada & Associates Ltd. continued</p>	<p>Charlestown is designed on the same principle of biophilic design using pollinator species.</p> <p>In Our Lady of Lourdes hospital Drogheda we are proposing pollinator friendly gardens and Courtyard for both staff and residents.</p> <p>We are introducing pollinator hedges and plants into the Circle K petrol station developments in Kill Co. Kildare, Gorey Co. Wexford, Athlone and Co. Westmeath.</p>
70	<p>Secret Valley Wildlife Park</p> 	<p>Signed up March 2017</p> <p>What we did was to leave all our hedgerows wild so all flowers can go to seed, we also have a large area which we have sown about 100 trees and all the ground with that has been left wild as well, to allow for the flowers to grow. We have placed “Managed for Wildlife” signs on all these areas.</p> <p>All our landscaping at our enclosures have been sown with bee loving plants and all new developments will also have this. We have placed a large sign in our managed area informing the public all about bees and how they can help them.</p>
71	<p>Shines Seafood</p>  	<p>Signed up July 2017</p> <p>Our company is part of this plan as part of our Origin Green certification, but we missed the season for pollinator plants this year at our home office.</p> <p>With this in mind we will be favouring conditions for the existing pollinator plants and we are identifying a range of native, local stock, fruiting & flowering shrubs to infill the gappiness of the hedge. We have a mix woodland area that has been scraped back and cleared some rank vegetation to allow air & light to some of the early wild flowering hedgerow ground flora such as primroses, wood speedwell, wild garlic, ground ivy and bluebells that we have seen growing there in the past. We have also spotted a lot of honeysuckle & wild rose growing within the hedgerow, so we will be encouraging these to thrive by hand pruning around them. We have a woodland river very close by (20m or so) which supports an extensive diversity of ground flora along its banks. (which is very beautiful in mid spring).</p>

	<p>Shines Seafood continued</p>	<p>We have planter boxes ready to go and will be planting some Lupins, fox glove & echinacea for the summer season 2019.</p> <p>We have cleared a suitable site near a hedge row and close to a river in which we will plant up in the Spring 2019.</p>
72	<p>Siemens Healthcare Diagnostics Manufacturing Ltd.</p> 	<p>Signed up May 2018</p> <p>Our aim in some small way is to reduce, and reverse, the decline in wild and managed pollinator populations. In broad terms we have begun to:</p> <ul style="list-style-type: none"> • Leave meadow areas within the site to grow wild • Cut the grass less often to allow plants to flower • Build insect nests and hibernation spots • Plant in a pollinator friendly way • We don't use pesticides <p>Our action plan is set out the site into 4 action zones as follows:</p> <p>Action 1 – Zone 1 - Meadow East – Area 1,400m² To protect the wildflowers the grass in these areas, it is now cut twice yearly, in April and again in late September. This approach allows the wildflowers to flower and produce seed that will bloom the following year.</p> <p>Action 2 – Zone 4 - Meadow West – Area 2,700m² There is no grass cutting in this area, flowers can grow unimpeded. Plans have been created to further enhance these habitats to include additional pollinator friendly planting.</p> <p>Action 3 – Zone 1 - Bug Hotels We have created three bug hotels situated in Zone 1 adjacent to Meadow East. Their purpose is to act as a nesting site for insects and solitary bees and allow hibernation.</p> <p>Action 4 – Zone 2 - Planters for flowers We have created 5 (2mx1m) planters that are the home for pollinator friendly plants such as Herbs, strawberries etc.</p> <p>We believe that these actions will play a role in supporting populations of common and rare pollinators on the site and are a first step in a process of continuously improving pollinator habitat.</p>

73	<p>SSE Wind Generation</p> 	<p>Signed up November 2018</p> <p>Plan for 2019: Provide food and homes for bees. SSE operates in many high-quality landscapes where we help to protect and maintain good bee habitats. Create new wildflower areas and provide food-source plants throughout the year for bees. Leave wildflower and long grass areas for nesting bees. Use signage to highlight. Support beekeepers through the Community Fund and biodiversity initiatives such as the Dunneill Wind Farm apiary in conjunction with local beekeepers.</p> <p>Raise awareness about the importance of pollinators and biodiversity in our organisation and in the communities where we work. Help support other local initiatives such as Tidy Towns and Green School strategies through information and best practice advice.</p> <p>Adhere to good hedgerow management. Minimum use of herbicides and other chemicals.</p> <p>SSE monitors habitats and species on a number of its sites and commissions independent ecologists to carry out surveys. The SSE employed ecologist will be encouraged to record casual sightings of bee species on site and report any findings to the National Biodiversity Data Centre. This will help build up information on bee species on our sites and contribute to the national monitoring programme.</p>
74	<p>The Apple Farm</p>  	<p>Signed up October 2018</p> <p>Re-seeded a wildflower meadow area of 1.5 acres and managed it to maximise wildflowers blooming throughout summer/autumn.</p> <p>Eliminated insecticide usage in the orchard to reduce risk to pollinators by using insect trapping systems and encouraging natural predators.</p> <p>Alternated mowing of alleyways in the orchards so that there would be pollinator friendly plants flowering in the grass swards through the summer.</p> <p>Participated in a research project at NUIG on the effects of bees on pollination in Irish orchards (Katie Burns).</p>

75	<p>The Rediscovery Centre</p> 	<p>Signed up September 2018</p> <p>As a recent sign-up to the Pollinator Plan, we have implemented some actions:</p> <ul style="list-style-type: none"> • Action A 1: protecting areas that are already providing food and shelter for pollinators. <ul style="list-style-type: none"> ○ The Rediscovery Centre’s outdoor space are planted with a range of plants that are pollinator friendly (such as coneflowers, purple tansy and silver mullein). • Action E 14: Eliminate use of herbicides. <ul style="list-style-type: none"> ○ At the Rediscovery Centre, we do not use any herbicides and use eco-friendly methods of weed control. • Action E15: Adopt pollinator friendly pesticide code <ul style="list-style-type: none"> ○ At the Rediscovery Centre, we do not use any pesticides and use eco-friendly methods of pest control. • Action F 17: Raise awareness in the Local Community: <ul style="list-style-type: none"> ○ At the Rediscovery Centre, we deliver a range of workshops and events for primary and secondary schools and community events around a wide range of biodiversity topics, e.g. for Biodiversity Week, bat education events and bee workshops. <p>In 2019, we plan to extend and expand our actions for pollinators, including:</p> <ul style="list-style-type: none"> • Enhance the outdoor spaces at our centre, providing an urban green space rich in biodiversity, habitats and native species; and engaging the community in awareness of biodiversity and the importance of conservation. • Biodiversity Habitats: Improvement of pond habitat, planting of native and food source plants, creation of small wetlands area, creation of native plant area, shelter for species, walkway access for wetlands area, wildlife-friendly garden demonstration areas. • Engaging the local community: Biodiversity Workshops for local schools and community groups, community events, cameras monitoring bird & bat boxes, interpretation signage, biodiversity surveys.
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76	<p>Tipperary Boutique Distillery Limited</p>  	<p>Signed up October 2018</p> <p>In 2017, we formulated a plan to engage with our barley suppliers and improve the habitat of our head office for pollinators. In 2016, 2017 and 2018 we engaged with our barley supplier to develop a Biodiversity Project and set aside 6.5 acres for wildlife & planted 30 acres of cover crop as habitat for wildlife over winter.</p> <p>In 2019, we aim to plant an additional 100 pollinator flowers and 50 metres of hedgerow. We will plant an additional 100 pollinator flowers in 2020 and another 100 metres of hedgerow in 2021.</p> <p>We are also committed to ensuring that our head office is friendly to pollinators. We are moving head office in 2019 and will plant pollinator friendly flowers and install pollinator friendly window boxes and patio pots. Pesticide use will not be permitted, and only green manure will be used at our head office. In 2020 we will create a nesting habitat for wild pollinators with nesting boxes and areas for solitary mining bees. Finally, in 2021 we aim to share our pollinating plants with visitors to improve awareness of the plight of our pollinators.</p>
77	<p>Voxpro - powered by Telus</p> 	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years</i></p> <p>Landscaper Kitty Scully is working with Voxpro in planning to sow a wildflower meadow in 2019.</p>
78	<p>Waterford Oysters</p>  	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years</i></p>

79	<p>Wexford Preserves</p>  	<p>Signed up October 2018</p> <p><i>An update of action taken will be provided in future years</i></p>
80	<p>Wyeth Nutritional Ireland</p> 	<p>Signed up 2016</p> <p>Since joining the All-Ireland Pollinator Plan, our wildflower meadow at Askeaton has become part of our overall sustainable strategy to help reduce our environmental footprint and enhance local biodiversity.</p> <p>Our bespoke ‘Insect Hotel’ provides a breeding and hibernation habitat for various insects. Our 1,800 square metre butterfly meadow and insect hotel enhance local biodiversity and encourage an increase in the number and varieties of native Irish butterflies in the area. We have further plans to plant apple trees which are indigenous to Limerick and Clare to develop into an orchard.</p> <p>We will also install an Apiary to include the set-up of beehives that will house the native Irish Honeybee (<i>Apis Mellifera Mellifera</i>) through the introduction and management of beehives.</p> <p>In addition, almost 1,900 trees have been planted near our factory site; all trees involved are listed by the Native Woodland Trust as native to the Irish landscape and include Alder, Aspen, Birch, Hazel, Holly, Oak, Rowan, Scots Pine and Willow.</p> <p>We have sponsored local schools’ bird feeders and have a number of additional projects implemented in 2017 and 2018. These include reviewing the development of the biodiversity project with horticultural wild plant expert and partial re-seeding of biodiversity project and removal of noxious weeds.</p>

81	<p>Young Nurseries</p> 	<p>Signed up October 2018</p> <p>We grow an extensive range of pollinator friendly plants that provide food for pollinators over a very long season.</p> <p>We encompass environmentally friendly practices with an integrated pest management system, we introduce biological control, using beneficial insects and mites to control pests, thus reducing the use of conventional pesticides. This has reduced our chemical use by 80%, and we do not use any harmful chemicals that contain neonicotinoids.</p> <p>Hedges and boundaries are maintained in such a way as to support pollinators and not interfere with wildlife and bird nesting season.</p> <p>An insect hotel has been installed in an area where there is protection from the weather.</p> <p>We sponsor a Pollinator Award for Green Flag Parks.</p>
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This review has been compiled by Gemma Hughes who is the Pollinator Plan Agri-business officer. This part-time position is funded by Bord Bia.

