



Business
& Finance

Leading in Wellbeing

Top 100 Companies
2025

#workplacewellbeing100

Recognising companies leading the way
in workplace wellbeing

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.ie

.ie operates Ireland's national registry for all Internet addresses ending in .ie. Our purpose is to engage and empower people, communities and businesses across Ireland to thrive online. Good governance is evidenced in our policy development process for the .ie namespace, which follows a bottom up, consensus-driven approach through a multi-stakeholder Policy Advisory Committee. We work with and support SME organisations to improve their members' online presence and e-commerce capabilities so they can unlock the power of the Internet to boost sales to local consumers.

The ccTLD registry is managed by .ie in the interests of the Local Internet Community. There are over 330,000 registered .ie domains, which are securely managed by the company's accredited registrars.

We celebrate diversity and are proud to be an equal opportunities workplace. We are committed to fostering a culture with a strong emphasis on life/work balance, with health & wellbeing at the heart of our employee agenda, and at the core of the foundational principles of our business.

We encourage teams and leaders to bring their best each day, embracing a growth mind-set, inspiring excellence and innovation.

Ours is a people centred culture in a digital age.



Acorn Life Group

Acorn Life Group is a 100% Irish-owned company headquartered in Galway, its subsidiary companies, Acorn Life DAC and Ask Acorn offer a comprehensive range of insurance and financial services solutions. Acorn Life DAC and Ask Acorn combined have nearly 50 years of experience in the Irish financial services sector.

With a nationwide network of professional financial advisors, Ask Acorn serves as a one-stop shop for both personal and business financial needs, including car, home, and van insurance, as well as life cover, protection, pensions, savings, and investment solutions. Committed to delivering genuine personal service, the organisation focuses on delivering tailored solutions and advice to help customers protect what's important to them now and in the future.



AirNav Ireland

AirNav Ireland is a commercial semi-state company employing approximately 650 people at six locations around Ireland. AirNav Ireland has one primary function, which is to provide air traffic management and related services within the 451,000km² of airspace controlled by Ireland. To facilitate this, we employ over 200 air traffic controllers in Dublin, Cork and Shannon and 50 radio officers in Ballygirreen, Co. Clare to ensure the safe, orderly and expeditious flow of air traffic.



ALDI

Today, ALDI stands as one of the world's most successful retailers, employing almost 4,700 people in Ireland across its network of 163 stores, two Regional Distribution Centres and National Office. We spend over €1 billion annually with Irish suppliers and now work with over 330 Irish food and drink producers. In addition to this, ALDI has invested more than €10 million in its Grow with ALDI supplier development programme since 2018, which provides an opportunity to Irish food and drink companies to gain a listing in ALDI's 163 stores. We take great pride in working together with our local suppliers to bring quality, affordable products to our customers.

At ALDI, we believe that nobody should have to choose between price, quality and healthy food. Our commitment to our customers remains as it has always been – we will provide the best value in the market and will not be beaten on price.

ALDI believes in making every day, amazing! This means working together to be more sustainable, to support communities, and overall wellbeing.

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Alexion

Alexion, the rare disease business unit of AstraZeneca, is a global biopharmaceutical company focused on serving patients and families affected by rare diseases and devastating conditions through the discovery, development and commercialization of life-changing medicines. As a leader in rare diseases for 30 years, Alexion focuses its research efforts on novel molecules and targets in the complement cascade and its development efforts on haematology, nephrology, neurology, metabolic disorders, cardiology, ophthalmology and acute care. The work we do is guided by people living with rare and devastating diseases. We are driven to continuously innovate and create meaningful value in all we do to help patients and families fully live their best lives.

We know that to become the most rewarding company to work for we need to cultivate an environment in which every team member is encouraged and equipped to perform at their personal best. This is why we continually strive to foster a culture that reflects values that are core to our unique work and illustrates our daily commitment to people living with rare and devastating diseases, our Guiding Star. Headquartered in Boston, Massachusetts, Alexion has offices around the globe and serves patients in more than 50 countries and has a strong presence in Ireland with commercial sites in College Park in Dublin and in Athlone.



Alkermes

Alkermes leverages its deep neuroscience expertise to develop medicines designed to help people living with complex psychiatric and neurological disorders. A fully integrated, global biopharmaceutical company with locations in the U.S. and Ireland, we seek to make a meaningful difference in the way people manage their diseases. Learn more: www.alkermes.com.



APC & VLE Therapeutics

Irish company APC Ltd. was founded by Dr. Mark Barrett and Prof. Brian Glennon in 2011, and its HQ is based in Cherrywood, Co. Dublin. APC was created out of a passion for science and research. Dr Barrett and Prof Glennon embarked on a mission to disrupt the pharma and biotech industries with a hyper-focused, accelerated approach to drug process development. APC has grown organically to become a global powerhouse in Process Development, partnering with BioPharma and Pharma companies large and small to bring medicines to market at unprecedented speed.

VLE Therapeutics Ltd. is a GMP Manufacturing company, launched in June 2021, and co-located in Cherrywood, Co. Dublin with sister company APC Ltd. Its mission is to support global biopharma clients to manufacture GMP clinical phase therapies for their patients.

Underpinned by our proprietary digital & AI enhanced platform, iAchieve, we have created a premium & unique offering called 'The Medicine Accelerator'. Our Vision at the Medicine Accelerator is "Accelerating the delivery of quality, life-changing medicines to patients" and this is supported by our highly talented team and our Culture @ Cherrywood programme. Our ambition is to be the #1 Tech Powered Accelerator of Medicines and an Irish Multinational in the global BioPharma sector.



Arrabawn Tipperary

Arrabawn Tipperary is an Agri dairy-based organisation formed in February 2025, from the merger of Arrabawn Co-op and Tipperary Co-ops. Arrabawn Tipperary holds over 200 years history of dairying history at the heart of Ireland's globally recognised, premium dairy industry.

Supported by over 1400 farming families across 16 counties, supplying 750 million litres of milk, Arrabawn Tipperary is based in Ireland's Midwest, where it is ideally positioned to take advantage of the natural, environmentally friendly and efficient grass-based milk production.

The company includes two primary ingredient manufacturing facilities at Nenagh and Tipperary town, processing almost 900 million litres of milk into milk ingredient products annually. The French based cheese processing facility in France further adds to the dairy portfolio.

Our Agri Division is focused on the manufacture and supply of high-quality animal feeds in our facility in Limerick and more to the agriculture industry, either directly or through our 15 stores located in strategic locations around the Mid-West, including Nenagh, Tipperary and Athenry.

Arrabawn Tipperary is a leading provider of dairy produce to the Kerrygold brand.

Thanks to an ongoing, progressive programme of investment across the business in cutting edge processing facilities and supports, we operate to the highest international standards across all our divisions.

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ASL Aviation Holdings

ASL Aviation Holdings is a global aviation services company operating eight airlines across Europe, South Africa, and Asia. A recognised leader in ACMI (Aircraft, Crew, Maintenance, and Insurance) airline operations, ASL also provides both scheduled and charter cargo and passenger services. Headquartered in Dublin, Ireland, the Group's airlines include ASL Airlines Ireland, ASL Airlines Belgium, ASL Airlines France, and ASL Airlines United Kingdom. Its newest airline, ASL Airlines Australia, joined the Group following the acquisition and rebranding of Pionair in April 2023.

ASL also has an associate airline, FlySafair, in South Africa, as well as joint venture airlines K-Mile Asia in Thailand and Quikjet Airlines in India. The Group additionally includes several aircraft leasing entities and one maintenance, repair, and overhaul (MRO) organisation, ASL Maintenance.

ASL's airlines operate cargo services on behalf of the world's leading express parcel integrators and e-commerce retailers. In addition, they provide scheduled and charter cargo services under their own brands, operating across domestic, international, and intercontinental routes throughout Europe, Asia, the Middle East, North America, and Africa.

With a global workforce of more than 3,000 employees representing 51 nationalities, ASL operates a fleet of 150 aircraft across nine types—from the ATR 72 turboprop to Airbus and Boeing aircraft.

In line with its ESG (Environmental, Social, and Governance) commitments, ASL upholds a robust Diversity, Equity, and Inclusion (DEI) programme across all its airlines. The Group is also a proud signatory of IATA's 25by2025 initiative, which promotes greater gender balance in aviation leadership by increasing the number of women in executive roles.



Astellas

Astellas is a pharmaceutical company that is committed to turning innovative science into medical solutions that bring value and hope to patients worldwide.

Keeping our focus on addressing unmet medical needs and conducting our business with openness, integrity and a collaborative approach enables us to improve the health of people around the world.

Astellas Ireland Co., Ltd. has manufacturing plants in Kerry & Dublin which are part of the Astellas

pharmaceutical group, a trans-global pharmaceutical company resulting from the merger of Yamanouchi and Fujisawa in April 2005. Our parent, Astellas Pharma Inc., is the second largest pharmaceutical company in Japan.



Avant Money

As of April 2025, Avant Money is the Irish branch of Bankinter, Spain's fifth largest bank and one of Europe's most stable and solvent banking groups. Now a fully licensed bank in the Irish market, Avant Money is expanding its product range to complement its existing credit card, personal loan, and mortgage services, beginning with the launch of deposit accounts later this year. At Avant Money, our people are our greatest asset. We place great importance on health and wellbeing by fostering a psychologically safe environment and embedding best practices

where individuals can be themselves, are treated fairly, and feel supported to reach their full potential. We are proud to have been the first financial services company in Ireland to receive Ibec's KeepWell Mark in 2018, a reflection of our long-standing commitment to workplace wellbeing.

Today, over 300 employees work across our offices in Carrick-on-Shannon and Dublin.



Avery Dennison

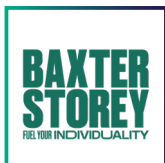
Avery Dennison Corporation (NYSE: AVY) is a global materials science and digital identification solutions company. We are Making Possible™ products and solutions that help advance the industries we serve, providing branding and information solutions that optimize labor and supply chain efficiency, reduce waste, advance sustainability, circularity and transparency, and better connect brands and consumers. We design and develop labeling and functional materials, radio-frequency identification (RFID) inlays and tags, software applications that connect the physical and digital, and offerings that enhance branded packaging and carry or display information that improves the customer experience. Serving industries worldwide — including home and personal care, apparel, general retail, e-commerce, logistics, food and grocery, pharmaceuticals and automotive. With a global team of 35,000 employees in more than 50 countries, we value diversity, equity and inclusion, recognizing how different perspectives drive innovation and enhance our workplace culture. Avery Dennison is committed to creating a vibrant and engaging environment where employees can grow, be productive, and make a meaningful difference. Our reported sales in 2024 were \$8.8 billion.

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BaxterStorey

BaxterStorey Ireland is a leading catering and hospitality company, delivering exceptional food, innovative service, and tailored dining experiences across a diverse range of sectors. From corporate workplaces and education to healthcare, retail, and large-scale events, we craft bespoke catering solutions that meet the unique needs of every client.

Our core values — Always Visionary, Forever Conscious, Wholeheartedly Positive, and Creatively Collaborative, are at the heart of everything we do. We are committed to innovation, sustainability, and creating positive, collaborative environments that inspire both our teams and the clients we serve.

Our people are our greatest asset. We invest in their growth and development through industry-leading programs such as the Management Development Programme (MDP) and Chef Academy, fostering a culture of continuous learning and career progression. Our inclusive initiatives, like the RISE Women's Network, Menopause Champions, and Mental Health First Aiders, ensure every team member feels supported and empowered.

Operating across diverse sectors allows us to bring a wealth of experience and creativity to every project, enabling us to deliver exceptional dining experiences tailored to varied audiences. Recognised with prestigious accolades such as Overall Excellence in HR, Best Private Sector HR Initiative, and the Ibec Keep Well Awards, we are proud to lead the way in employee wellness, inclusivity, and innovation.

At BaxterStorey Ireland, we don't just provide catering, we create memorable experiences, build strong partnerships, and continuously raise the standard for sustainability and innovation in hospitality.



BioMarin Pharmaceuticals

Founded in 1997, BioMarin is a global biotechnology company dedicated to transforming lives through genetic discovery. The company develops and commercialises targeted therapies that address the root cause of the genetic conditions that it seeks to treat, helping to create a better future for those living with rare genetic disease. BioMarin discoveries have led to eight first or best-in-class commercial treatments and a pipeline of multiple product candidates applying the same science-driven, patient-forward approach to a broader group of genetic disorders. The more innovative solutions developed, the more lives BioMarin can impact.

BioMarin employees over 600 people in Ireland with its EMEA headquarters in Dublin and one of the Company's Manufacturing facilities located in Cork. Both locations have active health and wellness programmes which are led by employees and supported by the Company's leadership team, ensuring all employees are encouraged and supported to lead active and healthy lifestyles.



Blackrock Health

Blackrock Health consists of three leading modern hospitals and a diagnostic clinic where we employ 3,000 staff. Our hospitals are Blackrock Clinic, Galway Clinic, Hermitage Clinic and Limerick Clinic is a diagnostic service. Working together, we aim to give patients faster and easier access to world-class clinical care and world-class comfort in areas including oncology, cardiology, orthopaedics, neurology and gastroenterology. Blackrock Health is a thriving environment that offers growth, opportunity, and career progression. Surrounded by experts

in their fields in state-of-the-art facilities, Blackrock Health offers the chance to work with cutting-edge technology and medical advances - alongside highly professional and knowledgeable medical professionals. Committed to success, the aim is to foster a supportive and friendly atmosphere.

Staff wellbeing forms a key part of our People Strategy supporting and offering opportunities to all employees to make positive choices about their health and wellbeing. Achievement of the KeepWell Mark is acknowledgement of our commitment to staff wellbeing and to having a workplace with flexible work arrangements and a healthy work life balance.



BnM

BnM is a renewable energy company that is supporting Ireland's progress towards a climate neutral future. BnM is fully committed to the delivery of renewable energy, the development of low carbon enterprises, peatlands rehabilitation and sustainable waste management.

BnM has been serving communities across Ireland for almost 90 years. Today, the company is pioneering the expansion of its climate solutions and renewable energy offering to safeguard green energy supply for these communities in the future and support the achievement of Ireland's renewable energy requirements by 2030.



Bon Secours Health System

As Ireland's largest independent hospital group, Bon Secours Health System is renowned for the quality of its service provision coupled with a rich tradition in healthcare. Bon Secours Health System is a not-for-profit organisation with its mission centred on providing compassionate, world class medical treatment to all those it serves. With over 4,000 staff, 500 leading consultants, Bon Secours treats in excess of 300,000 patients annually in its 5 modern acute hospitals in Cork Galway, Limerick, Tralee and Dublin as well as a Care Village in Cork. It is the largest provider of private healthcare in Ireland.

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Bord Gáis Energy

Bord Gáis Energy is one of Ireland's leading energy companies, providing gas, electricity and services to homes and businesses for almost 50 years.

In 2014, the company became part of Centrica plc, a global energy company active across the energy chain. We're committed to energising a greener, fairer future and to leading Ireland's energy transition, with a goal of achieving net zero by 2040 and helping our 730,000 customers reach net zero by 2045.

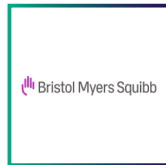
Wellbeing and inclusion remain central to our success. In 2024, we launched initiatives like the Working Parents and Carer's networks, and we continue to champion diversity through training in neurodiversity hiring, and celebrating milestones such as our first Menopause Café.

Bord Gáis Energy is an employer of choice, creating a culture where people thrive. As we transform into a greener company, our commitment to workplace wellbeing remains a core priority.



Boston Scientific

Boston Scientific transforms lives through innovative medical technologies that improve the health of patients around the world. As a global medical technology leader for more than 45 years, we advance science for life by providing a broad range of high-performance solutions that address unmet patient needs and reduce the cost of healthcare. Our portfolio of devices and therapies helps physicians diagnose and treat complex cardiovascular, respiratory, digestive, oncological, neurological and urological diseases and conditions.



Bristol Myers Squibb Cruiserath Biologics

Bristol Myers Squibb is a leading global biopharma company focused on discovering, developing, and delivering innovative medicines for patients with serious diseases in areas including oncology, hematology, immunology, cardiovascular, fibrosis and neuroscience. Our employees work every day to transform patients' lives through science.

Bristol Myers Squibb was one of the first Pharmaceutical Companies in Ireland, opening its doors with an Active Pharmaceutical Ingredient Plant (API) in Swords, County Dublin in 1964. Many global business services are located in Ireland, including the global headquarters for External Manufacturing in Blanchardstown Corporate Park, which is also the home to Bristol Myers Squibb European Treasury Centre, Commercial Operations, Global Procurement, Global Manufacturing Science & Technology and Global Delivery Solutions. The network of Irish sites also includes a distribution centre in Shannon, County Clare.

Also located in Dublin is one of the company's internal manufacturing sites Cruiserath Campus, a state of the art Biologics Campus, over 125 acres in size. Originally an Active Pharmaceutical Ingredient (API) site, it received a one-billion-dollar investment in 2016 and is now in commercial manufacture. The campus is the site of release (QP certification) for all finished drug product into the EU and rest of world, along with a Global Biologics Laboratory responsible for release testing for all commercial biologic drug products. An award-winning facility as it currently stands, the Cruiserath Biologics site was designed as a flexible, multi-product manufacturing operation with the manufacturing capacity necessary to meet the growing demand for existing biologics products, as well as expected demand for products currently in development in the Bristol Myers Squibb pipeline.

In 2024 Bristol Myers Squibb formally announced a \$400 million investment at the Dublin 15 Cruiserath Campus towards the build and design of a Sterile Drug Product (SDP) facility, which will support the manufacturing and supply of existing medicines as well as serve as a launch excellence facility for pipeline assets. This will be Bristol Myers Squibb's first European Biologics sterile drug product facility, bringing the total number of Bristol Myers Squibb direct employees across Ireland to more than 1,000.



Bus Éireann

Bus Éireann is Ireland's national bus company, operating the city services of Cork, Galway, Limerick and Waterford, town services in Athlone, Balbriggan, Drogheda, Dundalk, Navan and Sligo, as well as county and regional services, all under contract to the National Transport Authority.

Bus Éireann operates Expressway, the largest commercial inter-regional coach service in the country with 14 routes, and the school transport scheme on behalf of the Department of Education.

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Carelon

Carelon Global Solutions Ireland is transforming healthcare through cutting-edge technologies and operational excellence, allowing our customers to focus on providing care. The practical solutions and support we offer address the real-world challenges faced by health plans and health systems daily.

Our exceptional international teams, based in four locations worldwide, are dedicated to meeting our customers' needs and delivering next-generation platforms, processes, and services specifically designed for the healthcare industry. Our associates—including software developers, data scientists, systems analysts, and product managers—are united in their mission to enhance healthcare operations.

In 2021, we launched our Innovation Centre in Ireland, which has quickly become one of Europe's leading healthcare R&D centres. Initially starting with 60 positions, our team of innovators has since increased to over 300. We believe that diversity is the key to innovation, and our team in Ireland represents 32 different nationalities. Our headquarters is located at the National Technology Park in Limerick, on Ireland's west coast, home to 80 organisations, including some of the world's best-known med-tech brands.



Circle K

Circle K Ireland, part of the global fuel and convenience store brand Circle K, is the leading forecourt and convenience retailer in Ireland. With 2,300 employees, its retail network is made up of over 420 stores across the island of Ireland. Circle K also operates a large commercial fuels business, with over 20 depots and two owned terminals across the country.

Circle K's mission is to make customers' lives a little easier every day by delivering the very best products and quality of service at every one of its locations across Ireland. To achieve this, Circle K fosters an environment where colleagues can grow personally and professionally, with a focus on the safety and wellbeing of colleagues, training and development, staff engagement and encouraging career progression both locally and internationally within the Circle K network.

With over 420 service stations and convenience retail locations, Circle K is firmly established across the island of Ireland, providing support to both rural and urban communities. Circle K makes a difference in every community it operates in, offering employment opportunities, the provision of essential services and social engagement through its partnerships. Circle K is committed to implementing environmentally and economically sustainable practices across its product range and operations with sustainability being an integral part of its business.



Clúid Housing

Clúid is a not-for-profit organisation with a vision of a society where everyone has a great place to live. Clúid achieves this through its mission of quality housing and services which enables residents to create homes and thriving communities.

Clúid has over 360 employees to ensure that it has the capacity to meet this mission. To date Clúid has provided over 13,000 affordable homes to low-income families and single people in housing need all over Ireland. See www.cluid.ie for more.

Clúid believes in the importance of employing, developing, motivating and engaging employees to deliver an excellent service. We aim to do this by ensuring employees have all the resources necessary to do their job well and by providing them with a supportive environment.



Collins McNicholas Recruitment & HR Services Group

Established in 1990, Collins McNicholas Recruitment & HR Services Group is a leading Irish firm with a strong nationwide presence, delivering expert Talent Acquisition and People Consulting solutions across diverse sectors. We are uniquely positioned to support client companies and candidates wherever they are based across Ireland. Our mission is to consistently deliver a world-class customer experience by providing innovative and tailored people solutions. Backed by over three decades of industry expertise, we take pride in building lasting relationships founded on trust, service excellence and results. At Collins McNicholas, we are committed to helping businesses grow and individuals achieve their career goals through our responsive, people-first approach.



Compass Group Ireland

Compass Ireland are the people behind the most dynamic and rewarding food experiences in the country, with contract catering solutions built on much more than just food. They are powerful partnerships, rooted in trust, and delivered by people who care. Their mission is to make great-tasting food work for Ireland's greatest businesses, and that's exactly what they achieve for every client, every day. Compass Ireland was re-accredited with the Ibec KeepWell Mark in February 2025 demonstrating their dedication and commitment to employee health and wellbeing.

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Córás Iompair Éireann (CIE)

Córás Iompair Éireann (CIE) acts as a Holding Company for the CIE Group of Companies which incorporates Irish Rail, Dublin Bus, Bus Éireann and CIE Tours. While not involved directly in the provision of services to the public, we employ approximately 170 office based staff across five Dublin city locations. As well as reporting to Government and liaising with the National Transport Authority (NTA), we provide a wide range of professional services to the wider CIE Group.

Services include:

- Legal advice and guidance
- Information Technology
- Insurance and Risk
- Internal Audit
- Finance and Reporting
- Property Services

With an average employee age of 48 and a near 50:50 gender balance CIE represents a dynamic and

forward-looking environment in which to work. Backed up by our policies and procedures we strive to ensure employee wellbeing is a high priority. We are very proud to display our KeepWell Award in our Boardroom at Heuston Station and look forward to continuing our employee wellbeing journey.



Cork County Council

Cork County Council, the largest local authority in the country in geographical area and with a population of 332,255, is the second largest Local Authority nationally, and the largest outside Dublin.

The Council has a revenue budget for 2024 of €458 million and current staff numbers of approximately 2,700. The Council delivers a broad and diverse range of services, including Roads, Motor Taxation, Housing, Planning, Environmental Services, Economic Development,

Tourism, Community Development, Arts & Heritage, Fire Services, Civil Defence, Coastal Management, Flood Protection and Library Services.

In 2020, Cork County Council became a first-time achiever in its field, achieving ISO 45001 accreditation, while the organisation supported the County Cork community in its response to Covid 19. Achieving yet another first for a local authority, Cork County Council was also accredited with the Ibec KeepWell Mark in November of 2020 and since reaccredited in 2022 and 2024 due to the dedicated efforts to promote health and wellbeing as part of the Safety Management System. Our staff health promotion and wellbeing section has been expanded in our efforts to continually improve our wellbeing program including the launch of our 3-year wellbeing strategy in 2023.



Covalen

We are Covalen, your most dedicated outsourcing partner—delivering service excellence. We make complex challenges simple through innovation and flexibility with a unique global perspective.

For nearly 30 years, our team has partnered with local and global organisations, streamlining operations to enhancing customer experience. Our outsourcing solutions are designed to be flexible and scalable—ready to grow with you. With our multilingual team of 2,500 diverse experts (collectively speaking 55+ languages), we bring practical solutions and a commitment to delivering lasting impact.



Crowleys DFK

Crowleys DFK is one of Ireland's leading firms of Chartered Accountants and Business Advisors. With offices in Dublin and Cork, we have been providing client-focused audit, accountancy, financial advisory, taxation, corporate finance and consulting services for 50 years.

We are proud of the reputation and long-term relationships we have built with our clients over the years. They represent a diverse range of today's most innovative and high-performing industries in the indigenous SME and Foreign Direct Investment sectors. We are also widely regarded as one of the leading advisors to the Public Sector.

Corporate Social Responsibility is an essential part of our business. Showing a level of care for our employees, our community and the environment are key factors in how we measure our success. We have long recognised the importance of making the wellbeing of our employees a strategic priority and strive to provide the highest standard of workplace health, wellbeing, and safety.

Our national presence in Ireland is supported by our international reach through DFK International. DFK International is one of the world's leading associations of independent accounting, legal, tax and business advisory firms.

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Dalata Hotel Group

Dalata Hotel Group plc is the UK and Ireland's largest independent four-star hotel operator, with a growing presence in Continental Europe. Established in 2007, with a portfolio of 55 hotels, primarily comprising a mix of owned and leased hotels operating through its two main brands, Clayton and Maldron hotels.

Our brands have been created to delight the guests we live to serve. From the modern warmth of Maldron Hotels to the welcoming personal connection felt at Clayton Hotels, every brand represents a unique facet of how we look after our guests

Ours is a culture of integrity, fairness and inclusion. We're a company where people can flourish and have the opportunity to develop their talents, be recognised and rewarded and pursue a fulfilling career. We strive for success, are enthusiastic about what we do, and take responsibility for doing things right.

We bring the heart of hospitality to every hotel we own and operate. We see our growth and expansion plans as a way of spreading our unique way of caring for our guests further around the world, bringing better experiences to more people. Currently the Dalata difference can be felt at each of our hotels in Ireland, the UK, Germany & the Netherlands, and we'll keep expanding this further, focusing on key UK cities, Dublin and Continental Europe.



DeCare

DeCare, Ireland's sole specialist dental, vision, and wellness benefits provider, has been serving a global customer base in Ireland and the United States for over 25 years. Their talented team delivers specialised products and services that have enabled over 600 Irish companies to enhance employee oral and optical health by reducing costs and increasing awareness. Globally, DeCare Dental is a trusted brand, administering dental benefits for over 50 years and supporting 10 million dental members worldwide. As a subsidiary of Anthem, the largest U.S. health benefits provider, DeCare combines global strength with local expertise in Ireland. They offer dental and vision insurance plans to suit various budgets, emphasising regular dental visits and eye health detection. DeCare's wellness programs further contribute to overall health and wellbeing.

For more information please visit www.decare.ie



Dublin Bus (Bus Átha Cliath)

Dublin Bus has been at the heart of daily life in Dublin for 38 years serving communities as Ireland's largest public transport service provider. Its 1,281 buses carried 159 million customers last year. It currently operates 131 routes including Nitelink services and thirteen 24-hour services.

Dublin Bus currently employs over 4,300 people including 3,100 bus drivers, representing 85 different countries. We embrace and respect diversity among our employees and are committed to providing a fulfilling employment experience. We are dedicated to ensuring a safe, healthy, and supportive workplace through our health and wellbeing programmes and procedures.



Dublin Simon Community

Dublin Simon Community supports over 6,000 individuals across Dublin, Kildare, Wicklow, Meath, Louth, Cavan, and Monaghan who are homeless or at risk of homelessness. Their services include outreach for rough sleepers, emergency accommodation, addiction treatment and recovery, long-term supported housing, independent living units, tenancy support, homelessness prevention, resettlement for those transitioning to permanent homes, and education and employability programs.

With nearly 500 full-time staff, volunteer initiatives, student placements, and Community Employment projects, Dublin Simon Community values its employees as its greatest asset. Their strategic goal is to foster a workplace that promotes staff wellbeing, enabling them to excel in their transformative work that embodies the organization's mission, values, and strategic plan.



EJ

EJ is the leader in the design, manufacturing and distribution of access solutions for water, sewer, drainage, telecoms and utility networks worldwide. Our technical expertise allows us to produce a range of innovative, high quality and durable products in fabricated steel, composite and ductile iron in compliance with the highest industry standards.

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Electricity Supply Board (ESB)

Electricity Supply Board (ESB) was established in 1927 as a statutory corporation in the Republic of Ireland under the Electricity (Supply) Act 1927. With a holding of 95%, ESB is majority owned by the Irish Government with the remaining 5% held by the trustees of an Employee Share Ownership Plan. As a strong, diversified, vertically integrated utility, ESB operates right across the electricity market: from generation, through transmission and distribution to supply. In addition, ESB extracts further value at certain points along this chain: supplying gas, using our networks to carry fibre for telecommunications, developing electric vehicle public charging infrastructure and more. ESB is a leading Irish utility focused on providing excellent customer service and maintaining our financial strength. We have a regulated asset base of approximately €9 billion with 43% of electricity generation capacity in the all-island market. We currently supply electricity to approximately 1.4 million customers throughout the island of Ireland.

ESB Group employs approximately 8,000 people. Our mission is to bring sustainable and competitive energy solutions to all customers and our vision is to be Ireland's foremost energy company competing successfully in the all-island market.



Element Six (e6)

Element Six (e6) is a global leader in the design, development and production of synthetic diamond and tungsten carbide advanced material solutions. Part of the De Beers Group, E6's primary manufacturing sites are located in the UK, Ireland, Germany, South Africa, and the US.

Since 1959, Element Six's focus has been on engineering the diamond synthesis process to leverage the material's extreme and diverse properties, including hardness, high tensile strength, chemical inertness, broad optical transmission and very high thermal conductivity.

Element Six advanced material solutions are used in applications such as cutting, grinding, drilling, shearing and polishing, while the extreme properties of synthetic diamond beyond hardness are opening up new applications in a wide array of industries such as optics, power transmission, water treatment, semiconductors and sensors.



Engine Lease Finance Corporation

elfc is the world's leading engine financing and leasing company. Founded in 1989, and headquartered in Shannon, Co. Clare, elfc is a group company of Mitsubishi HC Capital Inc. Specialising in flexible short to long-term engine support packages for the airline commercial aviation industry, our global business revolves around supporting the world's airlines and our experienced team are dedicated to consistently delivering for our valued customers.

elfc's customer base includes some of the world's most established airlines, newest start-ups, OEMs, MROs, and aircraft lessors, and many of the seasoned LCC's around the world.

elfc employs over 80 people in Ireland. elfc are proud to have been awarded the KeepWell Mark, a testament to our commitment to ensuring employees are supported in their development, enjoy a positive work-life balance, while also being empowered to embody the company culture through ESG, D&I and Wellbeing activities.



Exyte Northern Europe Limited

Exyte is a global leader in design, engineering and delivery of facilities for high-tech industries. Exyte has operated in Ireland and Northern Ireland since 2000, applying global expertise, technology and engineering excellence to deliver some of the area's most advanced manufacturing plants, life science and data centre projects.



Fáilte Ireland

As the National Tourism Development Authority, Fáilte Ireland's role is to support the long-term sustainable growth in the economic, social, cultural and environmental contribution of tourism to Ireland.

We work in partnership with Government, State agencies, Local Authorities, representative groups and industry, to develop tourism across Ireland by creating destination development plans and networks, investing in infrastructure, activities, visitor attractions and festivals. Fáilte Ireland also provides consumer and buyer insights, mentoring, business supports and training programmes and buyer platforms to help tourism businesses innovate and grow.

In addition, Fáilte Ireland supports Business Tourism, managing the bidding for and securing of larger conferences, meetings and events to be hosted in Ireland.

We are also responsible for domestic holiday marketing across four regional experience brands: Wild Atlantic Way, Ireland's Ancient East, Ireland's Hidden Heartlands and Dublin.

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Fexco

Recognised as one of the world's original and most established fintech players, Fexco employs 2,880 people across its suite of companies headquartered in Killorglin, Co. Kerry located in the South West of Ireland. Founded in 1981, Fexco now has operations in 50 countries across Europe, the Middle East, Asia-Pacific, North America, and Latin America.

Fexco serves some of the world's biggest brands across multiple industries in Payments and FX, through a wide range of innovative products and services including Dynamic Currency Conversion (DCC), Multi Currency Pricing (MCP), International Payments, Retail FX, and OpenConnect; in Business Services through bespoke Managed and Advisory Services, Property Services management and Aviation Services; and in New Ventures, developing products and services for Fexco's core businesses and new ventures.

Since its inception, Fexco has been driven by an entrepreneurial and innovative spirit. This ethos has brought the company to new regions and industries of growth, connecting customers with exciting new opportunities. Through its commitment to partnership and innovation, the company has built an international network of customers. To find out more visit www.fexco.com.



Freudenberg Medical

Freudenberg Medical are a global partner for the design, development and manufacture of medical devices, components, and minimally invasive product solutions.

Our comprehensive technical capabilities range from the design and manufacture of minimally invasive, catheter, and handheld technology to the development and production of medical components utilizing advanced materials and processes. We are an industry leader in the manufacture of high precision silicone and thermoplastic components and tubing as well as metal hypotubes and coating technology.

Freudenberg Medical is part of the Freudenberg Group, a global technology group. As an organization, we ensure that every project is supported by our unmatched range of global resources, financial stability, and the flexibility to optimize for business performance.



Frylite

Frylite Solutions has been a leader in Ireland's food industry for over 35 years, providing high-quality fresh oils, used oil collection, fryer management services, and food waste solutions.

With over 8,500 customers, including restaurants and food producers, we help businesses maintain sustainability while meeting their culinary needs.

Our team of 290+ employees across 6 locations, with 90+ delivery vehicles, ensures timely service, delivering over 40 million litres of fresh oil annually. We're proud to support over 60% of the food industry in Ireland in their environmental responsibilities.



Gas Networks

Gas Networks Ireland operates and maintains Ireland's €3bn, 14,725km national gas network, which is considered one of the safest and most modern renewables-ready gas networks in Europe. Almost 725,000 Irish homes and businesses trust Ireland's gas network to provide efficient and reliable energy to meet their heating, cooking, manufacturing and transport needs. The gas network is the cornerstone of Ireland's energy system, securely supplying more than 30% of Ireland's total energy and almost 50% of the country's electricity generation.

Gas Networks Ireland is aiming to deliver a repurposed, resized and fully decarbonised gas network by 2045. Its "Pathway to a Net Zero Carbon Network" envisions transforming the existing gas network into two separate systems carrying 100% renewable gas, one dedicated to biomethane and the other to green hydrogen, with the potential to carry approximately 30% biomethane and 70% green hydrogen, as well as offering significant long term energy export opportunities. www.gasnetworks.ie



GE HealthCare

GE Healthcare Ireland

GE Healthcare Ireland Limited manufactures injectable diagnostic imaging agents (contrast media) used in Xray and Computed Tomography (CT) procedures around the world. Every second of every day, 365 days a year, our products are used to enhance visualization of organs, blood vessels and tissues across many disease pathways.

As part of the Pharmaceutical Diagnostics (PDx) business of GE Healthcare, we support the PDx vision of being the best-in-class supply chain delivering the right dose to the right patient at the right time.

Here at our campus at Carrigtwohill, Co. Cork, we employ 765 staff and are a 24/7 operation exporting to 93 markets worldwide. We are a modern, agile, cost competitive team delivering to the highest standards of safety, quality and compliance for patients around the world and are on a transformative journey to double our capacity over the next 5 years. We improve lives in the moments that matter.

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Glenveagh

Glenveagh is a leading Irish homebuilder. Supported by innovation and supply chain integration, Glenveagh is committed to opening access to sustainable, high-quality homes to as many people as possible in flourishing communities across Ireland. We are focused on three core markets - suburban housing, urban apartments and partnerships with local authorities and state agencies. Supported by our values of Collaborative, Can Do, Safety First, Customer Focused and Innovative, we provide opportunities for an exciting, challenging and rewarding career in a dynamic and rapidly expanding company.



Grifols

Headquartered in Barcelona, Spain Grifols, S.A. is the parent company of the Grifols Group founded in 1940 in Barcelona by Dr. José Antonio Grifols i Roig. Grifols recorded revenues of €6.1bn in 2022, with the net profit of €208m. It has 16 manufacturing sites and 7 plasma testing laboratories and employs over 27,000 people based in more than 30 countries and regions. A pioneer in the plasma industry, Grifols has the largest network of donation centres in the world, with more than 400 centres across North America, Europe, Africa and the Middle East, and China.

The Irish operation sits within the bioscience division of Grifols Group which is focused on the therapeutic use of proteins in blood plasma. These essential proteins are used to replace or restore missing proteins among patients who have rare, genetic diseases such as immune deficiencies, bleeding or blood-clotting disorders and genetic emphysema. They can also be used to help patients suffering from liver disease or recovering from surgery.

The Irish site is the main headquarters for non-US distribution of plasma derived medications and functions as a logistics hub for biopharmaceuticals extracted from blood donated in the US and operates an albumin plant. The product is stored in Dublin at -30°C before being quality assessed, packaged, and shipped to over 80 international markets.

The Irish facility also has shared service operations supporting the biosciences division of Grifols Group and houses teams in logistics and supply chain, accounting, treasury, HR, finance, regulatory affairs and compliance, and customer service.



Health Products Regulatory Authority

We are the Health Products Regulatory Authority (HPRA), and we regulate medicines and devices for the benefit of people and animals. We are committed to excellence in health product regulation through science, collaboration and innovation. Our remit and regulatory functions include human and veterinary medicines, clinical trials, medical devices, controlled drugs, blood and blood components, tissues and cells, and cosmetic products.

We use our scientific and clinical expertise to review and monitor health products available in Ireland or exported abroad. Our aim is to make sure that health products we regulate are as safe as possible and do what they are intended to do.



HEAnet & EduCampus

HEAnet CLG, Ireland's National Education and Research Network, was incorporated in November 1997 and provides Internet connectivity and associated ICT services to education and research organisations throughout Ireland, including all primary and post-primary schools. HEAnet's vision is enabling Ireland's digital ambition and its mission is delivering common, repeatable, shareable solutions for all of education.

EduCampus Services was set up in April 2015 by the Higher Education Authority as a subsidiary company of HEAnet CLG. EduCampus' vision is to empower higher education through quality IT shared services. It is an education sector shared service that provides business critical ICT application services and Management Information Systems (MIS) systems to the Higher Education and Research sectors in Ireland. Together, HEAnet and EduCampus form the HEAnet Group.



Hilton Foods

Hilton Food Group's strategy is to support our customers' brands and their development in local markets, leading to sustainable growth. This clear and straightforward approach has generated great success and built us a strong reputation for transparency, honesty and agile thinking, backed up with modern and well-invested facilities. What we deliver for our partner is determined by their commercial agenda and their competitive pressures. We dedicate ourselves to fully understanding both. We then design an entire operation and supply chain around their needs and priorities.

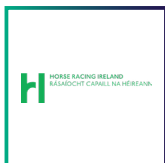
Through our service model (the people and the processes we set up), we aim to meet the needs of our partners' culture, structure and operational requirements. In other words, what we do and what we deliver is designed around them. We focus on their specific consumers and on the trends that impact their needs and preferences.

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Horse Racing Ireland

Horse Racing Ireland (HRI) is the national authority for thoroughbred racing in Ireland, with responsibility for the governance, development and promotion of the industry under the Horse and Greyhound Racing Act 2001. At HRI, our vision is to ensure Ireland will be the global leader in Horse Racing and Breeding, sustaining a vibrant and rural industry. Our mission is to develop and promote Ireland's Horse Racing and Breeding industries to administer and govern the sport of Horse Racing in Ireland, to cultivate and promote the highest standards of integrity and welfare. Success of our Mission, Vision and Purpose is heavily dependent on the success of our people and our teams at HRI.

In May 2021, Horse Racing Ireland launched the Employee Assistance Programme (EAP). EAP is a confidential programme available 24 hours a day, 7 days a week, that provides all employees and their families with immediate help and support in managing whatever work or personal issues they are facing. It also offers a wellbeing series which delivers high-quality, expert-led health and wellbeing events throughout the year.



Iarnród Éireann Irish Rail (IE)

Iarnród Éireann Irish Rail (IE) is Ireland's national railway company and is a subsidiary of Córas Iompair Éireann (CIE), the publicly owned transport company of Ireland, along with sister companies Bus Éireann and Dublin Bus. IE's role is to provide rail transport in the State of Ireland and to/from Belfast in partnership with Translink. The rail services provided are Intercity, Commuter, DART (Dublin Area Rapid Transit), inter-regional and freight with the Company also operating Rosslare Europort. IE has an ambitious vision for 'rail as the backbone of a sustainable transport system for Ireland'. A key objective of the strategy, Rail 2050, is cultivating a workforce that is not only diverse but also prioritises health, wellbeing, and inclusivity. Recently achieving the KeepWell Mark accreditation is moving us forward on this pathway.



Indaver

Indaver leads the field in sustainable waste management in Europe. Our trademark is delivering high-quality, cost-effective services in the municipal, industrial and specialist hazardous waste markets. We offer Total Waste Management and Waste-to-Energy solutions. Our Waste-to-energy facility in Meath produces electricity to power more than 22,000 homes annually. A new waste-to-energy (WtE) facility is currently under construction in Aberdeen, while work continues to develop other WtE facilities in Ireland and the UK. Our Total waste management is a critical service to the BioPharmChem industry in the region, where we work in partnership with the main players in this field. We take a long-term view, which is why sustainability is at the core of our business and most importantly our company culture. This sustainability culture applies to the care taken with our employees in order to provide them with a more sustainable future.



Inland Fisheries Ireland

Inland Fisheries Ireland is a statutory body operating under the aegis of the Department of Environment, Climate and Communication (DECC) and was established under the Fisheries Act on 1st July 2010. Its principal function is the protection and conservation of the inland fisheries resource. Inland Fisheries Ireland promotes, supports, facilitates and advises the Minister on the conservation, protection, management, development and improvement of inland fisheries, including sea angling. Inland Fisheries Ireland also develops policy and national strategies relating to inland fisheries and sea angling and advises the Minister on same.



Institute of Art, Design + Technology Dun Laoghaire

IADT is the only Institute of Higher Education in Ireland with a specific mission to drive and inform the creative, cultural and technological industries through teaching, learning, research and innovation.

We specialise in creativity and innovation as expressed in the arts, media, technologies and entrepreneurship.

IADT is uniquely positioned in terms of our courses and research. We are mission-focused and hold a distinct position in Ireland as an Institute of Art, Design + Technology, leading in courses for the technological and the creative and cultural industries.

We create spaces for psychologists to work with graphic designers, for businesspeople and entrepreneurs to work with fine artists, for poets and technologists to work with photographers – for everyone to see the potential of collaboration and its capacity to release and enable new ideas about how we live, how we understand, and how we work.

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Irish Country Meats

Irish Country Meats is Europe's leading lamb processor with a reputation for product quality and innovation in all the markets we serve. With modern production facilities in Camolin, Co. Wexford, Navan, Co. Meath and Liège, Belgium we have a market reach covering Europe and further afield. Currently servicing over 30 markets worldwide, the company works in close partnership with our customer base to deliver unrivalled expertise in direct livestock procurement, quality lamb production, cold chain management, processing efficiency and

after-sales service.

From farm to fork, we invest in the standards, processes, training, product development and delivery methods necessary to meet our objective – to be the best at what we do. Our partnership approach coupled with our specialisation, promotes the sharing of information in an open and constructive manner resulting in a more customer focused, cost-effective delivery of product in a dynamic and competitive marketplace.

We are an industry leader in Ireland in driving the sustainability agenda with our company being among the founding verified members of the Bord Bia Origin Green programme in 2013. Our most valuable asset is our people and continuous investment in our talent pool ensures we have the skillset to match our ambitions.



Irish Wheelchair Association

The Irish Wheelchair Association is one of Ireland's leading organisations for people with physical Disabilities. We provide a nationwide assisted living service, community centres in every county, a fleet of accessible buses, a national parking permit and driving school service, wheelchair accessible social houses and help young people with disabilities to build employability skills and confidence.

Our flagship sports programme, IWA Sport, is the national governing body for wheelchair basketball, wheelchair rugby and powerlifting and runs sports clubs for children and adults. Many of Ireland's finest para-athletes started their careers with IWA Sport.



Kuehne + Nagel Ireland

Kuehne + Nagel Ireland has been a cornerstone of logistics and supply chain solutions since its establishment in 1996. With offices strategically located in Dublin, Cork, and Shannon, the company employs over 500 experts dedicated to providing integrated and competitive services tailored to meet the specific needs of national and international customers. Kuehne + Nagel Ireland offers a comprehensive range of logistics services, including air freight, sea freight, road transportation, warehousing, contract logistics, and customs brokerage. Leveraging state-

of-the-art information technology, the company ensures efficient and reliable supply chain management, enabling businesses to thrive in a dynamic market environment.

As part of the global Kuehne + Nagel network, which spans over 100 countries and employs more than 80,000 logistics professionals, Kuehne + Nagel Ireland is committed to delivering progress to society through innovative and sustainable logistics solutions.

Our unwavering commitment to excellence is highlighted by our recognition as a Best Workplace for Women and Health & Wellbeing, as well as our impressive ranking of No. 12 on the large employers list by the Great Place to Work Institute.

Kuehne + Nagel Ireland continues to shape the future of logistics by connecting people and goods, fostering global trade, and contributing to the success of its customers through visionary and customer-centric approaches.



Law Society of Ireland

The Law Society of Ireland is the representative, regulatory and educational body for the solicitors' profession. We deliver high-quality legal education and training, encourage, and support the highest professional standards, and place significant emphasis on civic engagement, supporting local community initiatives, and driving diversity and inclusion within the profession. We work to protect the interests of the public including fair access to justice and law reform.

The Law Society employs approximately 240 people based between its locations in Dublin 7 and runs an employee wellbeing programme called 'Vitality', which is actively supported by the organisation's Executive Leadership Team, and which spans across five pillars of wellbeing - Physical, Career, Mental, Financial and Community.

The Vitality programme's mission is 'to foster a healthy, happy and productive workforce in a culture that supports positive lifestyle choices, by valuing individual health and creating a supportive community'.

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Mallinckrodt Pharmaceuticals Ireland Ltd

Mallinckrodt Pharmaceuticals Ireland Ltd. is a global business that develops, manufactures, markets and distributes specialty pharmaceutical products and therapies. Areas of focus include autoimmune and rare diseases in specialty areas like neurology, rheumatology, nephrology, pulmonology and ophthalmology; immunotherapy and neonatal respiratory critical care therapies; analgesics and gastrointestinal products; and regenerative medicine.

Mallinckrodt is focused on improving outcomes for underserved patients with severe and critical conditions. We have a long history of operations in Ireland, having had a presence here for over 25 years. Since 2016, we have opened new offices, a manufacturing facility and a Global Device Engineering laboratory at the College Business and Technology Park, in Blanchardstown, Dublin 15.



ManpowerGroup Ireland

ManpowerGroup Ireland, a leading workforce solutions company, helps organisations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for thousands of organisations every year, providing them with skilled talent while finding meaningful, sustainable employment for people across a wide range of industries and skills.

ManpowerGroup Ireland is a subsidiary of ManpowerGroup Global, one of the world's leading recruitment and HR services organisations. In Ireland we operate three distinct brands – Manpower (recruitment), Experis (IT), and Talent Solutions (Talent Development, Coaching & Outplacement). ManpowerGroup Ireland has a presence across the country, working with a wide range of organisations from smaller enterprises to multinational firms. We put people first and make people the essence of our business.



Mercy University Hospital

Founded by the Sisters of Mercy in 1857, Mercy University Hospital (MUH) has a unique place in Irish healthcare, as a Voluntary Hospital, it has a rich legacy in the community it serves, a tremendous heritage, and most importantly it is a Values Led Hospital. Mercy University Hospital is committed to providing a sustainable, socially relevant service in line with national and international evidence-based practice and the hospital's Core Values of Compassion, Excellence, Respect, Justice and Team Spirit support and underpin the enduring nature of the

hospital's fundamental purpose in its Care for the Sick.

MUH is a city-centre model 3 acute hospital treating over 150,000 patients per annum. The hospital has a workforce of circa 1,500 staff who provide complex diagnostic, medical and surgical services at local, regional and national levels on 24/7 basis. The hospital currently has 366 beds providing a general hospital function of acute unscheduled care as well as a wide range of scheduled elective diagnostics and both daycase and complex elective surgery. There is an on-site acute mental health service with 50 in-patient mental health beds.

The hospital is a leading provider of healthcare education affiliated with UCC and many of the post graduate training bodies. MUH is committed to being an exemplar model of 'one hospital on multiple sites' and this is evidenced through the governance of off-site MUH services on St Mary's Health Campus including the Mercy Local Injury Unit and the Transitional Care Unit and the offsite Medical Oncology Unit at the Lee Clinic.



Merit Medical

As a global employer, Merit Medical provides immense opportunities to improve the wellbeing of employees around the world. In 2019, Nicole Priest, MD was appointed to the position of Chief Wellness Officer (CWO) and leads Medical's wellness programs.

"Helping people make positive, impactful lifestyle changes is my passion, and it's incredibly rewarding to assume a leadership role in an organization that shares that passion. As CWO, I will ensure that Merit continues and expands its commitment to investing in employee health, wellbeing, and satisfaction." — Nicole Priest, MD, Merit Medical CWO.

At Merit Galway our employees are embracing physical and mental wellness by participating in onsite services, such as health coaching, yoga classes, and preventative screenings for high cholesterol, diabetes, prostate cancer, and breast cancer. Employees can also attend periodic Lunch and Learn events that present topics on weight loss and exercise. Each year Merit Galway sponsor a mental health week to bring awareness to and combat the negative stigma surrounding mental health issues. Our people are at the heart of everything that we do here in Merit. Understand. Innovate. Deliver.

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Milford Care Centre

Milford Care Centre is a voluntary, not-for-profit organisation and a registered charity, first established by the Little Company of Mary Sisters in 1928 and providing Specialist Palliative Care Services and Older Persons Services in the Midwest.

The Board of Directors, CEO and the Management Team oversee the service delivery and fundraising activities. As a voluntary organisation we work in partnership with the HSE; the Specialist Palliative Care services and Older Adult services are state funded.

Fundraising remains integral to Milford Care Centre with monies raised going towards enhancing care experiences for patients and their families. Fundraising will continue to fund specialised individual care needs, equipment to enhance the comfort of those with a life limiting illness and provide family supports. We are extremely grateful for the generosity of the general public, who contribute to our services by donating money or running fundraising events;

'Milford Care Centre 10k'; 'Coffee Morning'; 'Sunflower Day' and; the 'Light Up a Memory' events.

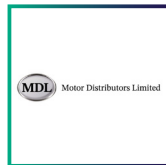
One of our greatest assets are our staff and there are over 400 staff working for Milford Care Centre, across the Midwest region. Every day our staff care for patients/residents and support their families during what is most likely a very vulnerable time in their lives. As an organisation we support our staff by keeping their wellbeing central.



Mitie Ireland

Mitie Ireland is a total facilities management company which forms part of Mitie Group, established in Ireland in 2010. Mitie have an extensive self-perform capability with extremely talented and experienced people, across the island of Ireland. The core services provided by Mitie are electrical, mechanical and fabric maintenance and repair, asset management, cleaning, industrial cleaning, security, project management, 24/7/365 service desk and consultancy services relating to sustainability/energy and workplace technology deployment.

We are a people business and have worked hard to create an inclusive culture which encompasses employee engagement, commitment to our clients through customer experience and doing the basics brilliantly. We have moved the dial on engagement by actively listening to our people who took the time to provide honest feedback. Our engagement programme encompasses the entire company, not just senior or middle management or front-line staff. Appropriate interventions have been made at every level which have led to ongoing incremental improvements and culture has become a topic that everyone talks about – what it means to them, what they want it to be and how to achieve that. The award of the KeepWell Mark by Ibec is formal acknowledgement of the work and commitment relating to employee wellbeing, mental health and culture development.



Motor Distributors Limited

Motor Distributors Limited (MDL) is the largest importer and distributor of Mercedes-Benz, smart, BYD & Xpeng vehicles in Ireland and is a key part of the O'Flaherty family group of companies.

The O'Flaherty family have a long history in the Irish motor industry and have been involved in manufacturing, distribution and retail operations since 1950 before securing the Mercedes-Benz distribution rights for Ireland in 1954.

While Motor Distributors Limited is proud and protective of this deep history, we are also immensely appreciative of the commitment and contribution that generations of people have given to the brands that we represent and to the customers that trust us. We are more committed than ever to improving the health, welfare and wellbeing of our employees and we utilise a range of benefits and wellbeing initiatives that enable them to meet their personal and professional needs.



National Broadband Ireland

National Broadband Ireland (NBI) is delivering high-speed broadband infrastructure to every premises in the State's National Broadband Plan (NBP) rollout area; and in doing so, is remedying one of the biggest challenges facing rural Ireland - the digital divide with urban areas. Our promise is that no town, village, or community will be left behind.

Our team brings together some of the most talented individuals from Ireland and abroad, each with the deep knowledge and experience to deliver a project of this scale and complexity. We have brought together world-class experts in telecommunications with unparalleled experience to take on the most ambitious infrastructure challenge of our time in this country, and one of the most ambitious fibre projects in Europe.

NBI's wellbeing initiatives are centred around a colleague engagement programme, Connected, which is designed to engage our colleagues in areas which are key for personal and professional development. The programme covers ESG, Communications, D&I, Recognition, as well as Wellness.

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National Cancer Registry Ireland

The National Cancer Registry Ireland (NCRI) is a publicly appointed body, established in 1991, to collect and classify information on all cancer cases which occur in Ireland. Our activities include - collecting information on all new cancer cases in Ireland, monitoring trends and outcomes in different cancer types, promoting the use of the information we collect in research and in the planning and management of services, and publishing an annual report on cancer statistics. Cancer registration in the Republic of Ireland by the NCRI is population-based, covering a population of 5.01 million in 2023. The NCRI is funded by the Department of Health.

The NCRI regularly publishes reports on cancer incidence and survival and, more periodically, on prevalence and projections and has developed a diverse portfolio of research projects, many of which involve external collaboration.

The National Cancer Registry employs 54 people and runs an employee wellbeing programme which is supported by the organisation's management team, ensuring employees are encouraged to embrace the concepts of wellbeing and are supported across all areas of wellness including mental health, physical activity, diet and nutrition. This effort to make wellbeing a strategic focus by prioritising staff welfare has won NCRI the KeepWell Mark.



Oberstown Children Detention Campus

Oberstown Children Detention Campus (Oberstown) is Ireland's national centre for the detention, care and education of young people aged up to 18 years referred by the courts on detention or remand orders. Established under the Children Act 2001, the Campus provides individualised care to young people through an integrated, children's rights-based, multiprofessional approach that enables young people to address their offending behaviour and return successfully to society.

Oberstown meets the needs of young people in relation to their Care, Education, Health, Offending behaviour and Preparation for leaving – the five elements of CEHOP®, the Oberstown model of care.

The Oberstown Working Well framework is a comprehensive, integrated, whole-system approach to psychosocial wellbeing across the organisation. In March 2024, Oberstown achieved certification to ISO 45003, the global standard for managing psychological health and safety at work.



O'Connor Sutton Cronin (OCSC)

O'Connor Sutton Cronin (OCSC) is Ireland's leading indigenous multidisciplinary Consulting Engineering Group, with offices in Dublin, Cork, Galway, Belfast, London and Birmingham.

Our success is founded on a reputation for providing award winning design creativity, excellence and cost effective solutions. Best international experience combines with local knowledge in a professional, friendly, 'can do' attitude.

Increasingly, we understand that OCSC is a people business and we put people at the heart of our business. Adopting best practice people management is therefore essential to continue the OCSC success story.

Building on previous achievements as one of Ireland's 'Best Workplaces 2020 – Great Place to Work' and as an 'Engineers Ireland CPD accredited Employer', OCSC recognises the importance that Wellness will play in creating a modern progressive workplace that enables our people to be the best that they can be.

OCSC has been reaccredited with the KeepWell Mark in Sept 2024.



Ornua

Ornua is a dairy co-operative which markets and sells dairy products on behalf of its members; Ireland's dairy processors and, in turn, Irish dairy farmers. Ornua is Ireland's largest exporter of Irish dairy products, exporting to 110 countries worldwide. Headquartered in Dublin, it has annualised sales of over €2.5 billion and a global team of 3,000 employees and has sales and marketing teams working in-market across all four corners of the globe.

Ornua Foods is responsible for the marketing and sales of Ornua's consumer brands including Kerrygold, Kerrygold Dubliner, Pilgrims Choice, Forto and BEO milk powders. In 2019, Kerrygold became the first Irish food brand to exceed €1 billion annual retail value.

Ornua Ingredients is responsible for the procurement of Irish and non-Irish dairy products, for the sale of dairy ingredients to food manufacturing and foodservice customers across the world, and for managing volatility through de-risking and trading strategies.

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Pobal

Pobal works on behalf of Government to support communities and local agencies toward achieving social inclusion and development. We do this by providing management and support services to circa 39 programmes, schemes and services in the areas of Social Inclusion and Equality, Inclusive Employment and Enterprise and Early Years and Young People.

Pobal works on an all-island basis, with offices in Dublin, Monaghan, Sligo, Clifden, Letterkenny, Cork, Galway city, Limerick, Mullingar and Kilkenny, employing over 760 staff.

Central to our commitment to supporting social inclusion, enhancing community development and combating social disadvantage are our employees. We understand and recognise the value of our employees. The ability to deliver on our 'Vision' and 'Mission' is wholly dependent on their capabilities and expertise. As an organisation, our aim is to continue to nurture and further develop a highly skilled, competent, dynamic, diverse and engaged workforce who will enable us to deliver a first-class service on behalf of Government.



Premier Lotteries Ireland

Premier Lotteries Ireland DAC (PLI) is the operator of the Irish National lottery having been awarded a 20-year license by the Irish Government in November 2014. The National Lottery was established by the Irish Government in 1987 with the purpose of raising funds for Good Causes in line with the National Lottery Act. We are committed to delivering our core purpose, to operate a responsible and world-class lottery for the people of Ireland, raising much needed Good Cause funds for the benefit of local communities throughout Ireland.



PTSB

PTSB has a long banking history in Irish communities, with roots that stretch back over 200 years. Throughout this time, its focus has been on delivering exceptional customer service and connecting with local communities, providing mortgages and community banking services. PTSB has a presence in 98 locations nationwide and is a leading provider of Retail and Business banking in the Irish Market, serving over 1.3 million customers.



Quality and Qualifications Ireland (QQI)

Quality and Qualifications Ireland (QQI) is the independent state agency responsible for promoting quality and accountability in education and training services in Ireland. We are committed to working in partnership with providers to deliver a tertiary education system where learners can have confidence that their learning experience will be of a high quality and their qualifications and learning will be valued nationally and internationally.



Reynaers Aluminium Systems Ltd

Reynaers Aluminium – A Global Leader With A Local Presence. Founded in Duffel, Belgium in 1965, Reynaers Aluminium has grown to become an industry leader in the development and marketing of innovative, sustainable aluminium solutions for windows, doors and façades. Still proudly family-owned and run to this day, together with our partners we focus on creating energy-efficient, responsibly made products that make a difference for homes, buildings and the people they serve.

Reynaers' Irish operation was established in Enniscorthy in 1987. With almost 40 years of specialist experience under their belts, the team serves a wide partner network of architects, engineers, façade designers and fabricator-installers.

Enniscorthy is unique amongst Reynaers global network, as alongside the supply and distribution of aluminium systems we also fabricate windows, doors and curtain wall elements inhouse, while a third division manufactures over 600 components for our products that are exported back to Belgium for global distribution. Today this Guaranteed Irish certified business employs more than 60 people, with our partners installing Reynaers products in homes and buildings all over Ireland, the UK and North America.

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Roche Products (Ireland) Ltd

Roche is a healthcare solutions provider dedicated to doing now what patients need next. The Irish office is located in Dublin and with employees working across access, business strategy, people and culture, commercial, finance and business operations, healthcare innovation, licence to operate, medical and access.

The organisation is proud to have colleagues join the team from around the world and from varied backgrounds and proud of the work we do together. Employees are networked and collaborative and united in its focus of making Ireland a better place for patients.

Roche is dedicated to supporting patients and patient groups and has provided grants, sponsorships and donations to Irish groups and organisations dedicated to making a difference in the lives of patients. The organisation is committed to patient groups and has built strong and lasting partnerships with organisations such as the Irish Haemophilia Society, the Marie Keating Foundation and MS Ireland.

Looking to the future and its mission of doing now what patients need next, Roche is working hard to advance the concept of 'personalised healthcare' – transforming lives by delivering care tailored to each individual – helping to prevent, diagnose and treat illnesses more effectively.

RDJ

Ronan Daly Jermyn LLP

At RDJ, we embrace human intelligence, diverse views and progressive practices to create a workplace that reflects the diversity of our clients and the communities we are part of. As one of Ireland's leading corporate law firms with offices in Cork, Dublin, and Galway, we advise a wide range of clients, from scaling and established Irish companies to multinationals, financial institutions, and global insurance companies, offering unique cross-sectoral expertise.

We are proud to be the first law firm in Ireland to achieve Certified B Corporation, a global certification for businesses that meet high standards of social and environmental impact. This certification followed a rigorous 18-month-long assessment.

RDJ provides Diversity and Inclusion Scholarship and Placement Programmes at both University College Cork and University of Galway, empowering law students from underrepresented backgrounds to build successful careers in the legal sector. Additionally, the firm has developed enhanced workplace policies, introduced mental health initiatives, flexible work options, and progressive family-friendly policies.

RDJ is proud to partner with the Law Society on the pilot programme Well Within the Law. This is a strategic initiative aimed at tackling the challenges and stressors faced by legal professionals.

www.rdj.ie



Royal College of Surgeons in Ireland

RCSI University of Medicine and Health Sciences is ranked fifth in the world for its contribution to UN Sustainable Development Goal 3, Good Health and Well-being, in the Times Higher Education (THE) University Impact Rankings 2024. Exclusively focused on education and research to drive improvements in human health worldwide, RCSI is an international not-for-profit university, headquartered in Dublin. It is among the top 300 universities worldwide in the World University Rankings (2025). RCSI has been awarded Athena Swan Bronze accreditation

for positive gender practice in higher education and the university is a signatory to the Healthy Campus Charter. Founded in 1784 as the Royal College of Surgeons in Ireland (RCSI) with national responsibility for training surgeons in Ireland, today RCSI is an innovative, world-leading international health sciences university and research institution offering education and training at undergraduate, postgraduate and professional level.

sanofi

Sanofi Waterford

Established in 2001, Sanofi Waterford (formerly Genzyme Ireland) is located in Waterford City. The facility is a critical manufacturing hub within Sanofi's global network, specializing in multiple production capabilities:

Sanofi are an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. Our team, across some 100 countries, is dedicated to transforming the practice of medicine by working to turn the impossible into the possible. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the centre of our ambitions. At our Manufacturing & Supply site in Waterford, more than 800 colleagues work to supply a range of therapies to patients around the world.

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Savvi Credit Union

Savvi Credit Union is one of the largest Credit Unions in Ireland, serving over 23,000 members nationally. With a head office in Sir John Rogerson's Quay, they serve as the Credit Union for those living, working & studying in Dublin City Centre and the surrounds including Dublin's Docklands. They are the official Credit Union partner to many leading, Irish organisations including the likes of ESB, The Irish Times and Deloitte.

Their mission is to provide affordable access to credit and deliver quality financial services whilst making a positive impact in their communities served.



SIRO

SIRO is a fibre broadband network operator and launched in 2015 as a commercial joint venture between ESB and Vodafone. Its objective is to bring fibre-to-the-premises broadband to communities and businesses across Ireland, ensuring Ireland's connectivity is on a par with the world's most digitally advanced economies. In acknowledgement of its achievement to date, SIRO was recently awarded the European Fibre Broadband Operator of the Year 2025.

This award recognised the key role SIRO has played in transforming connectivity in Ireland, where a mere decade ago fibre-to-the-premises broadband was effectively non-existent.

The SIRO network is built using the ESB's infrastructure, ensuring a fast reliable and sustainable network. To date, its network reaches over 650,000 premises and businesses in all Irish cities and over 140 towns in every county in Ireland. SIRO has an ongoing long-term commitment to its colleague's health and wellbeing and focuses on proactive initiatives that support colleagues through all wellbeing pillars. As an innovator in the fibre industry, SIRO is proud to advocate for the investment in proactive wellbeing as a cornerstone of a dynamic and forward-thinking organisational culture.



SOLAS

SOLAS is the state agency responsible for Further Education and Training (FET) in Ireland. Our vision is to power the potential of individuals, communities and enterprise through lifelong learning and workforce transformation. SOLAS manages, co-ordinates and supports the delivery of FET by the Education and Training Boards (ETBs); monitoring its delivery and providing funding based on good quality data and positive outcomes.

SOLAS has led an ambitious FET Strategy Transforming Learning and driven change across the FET system – providing easier access; simplified pathways; a consistent learner experience; and a stronger identity. FET is meeting the changing needs of Irish society by responding to, and driving the demand for key skills areas including construction, technology, and the green economy. Flexible FET options are available in every community and offer a broad range of valuable and recognised learning pathways.

SOLAS' ambition is to become one of the most progressive public sector bodies in Ireland, our team have developed and implemented a range of initiatives to build a diverse and inclusive workplace culture and to support employee wellbeing.



St John of God University Hospital

St John of God Hospital is a leading independent mental health service in Ireland, offering specialist inpatient and outpatient care for conditions such as anxiety, depression, addiction, and eating disorders.

Our multidisciplinary teams provide compassionate, person-centred support at every stage of recovery.

We also deliver Mental Health First Aid training through Mental Health First Aid Ireland, empowering individuals and workplaces to better understand and respond to mental health difficulties.



St Patrick's Mental Health Services

St Patrick's Mental Health Services (SPMHS) is Ireland's largest independent, not for-profit mental health service provider. It provides community and outpatient care through its Dean Clinics, and day patient services through its Wellness & Recovery Centre. A multidisciplinary inpatient service is provided through its three approved centres: St Patrick's University Hospital (241 beds), St Patrick's, Lucan (52 beds) and Willow Grove Adolescent Unit (14 beds). SPMHS also offers a Homecare service and remote access to its services through phone, video or

online channels. SPMHS' vision is to see a society where all citizens are empowered and given the opportunity to live mentally healthy lives. St Patrick's Mental Health Services strives to provide the highest quality mental healthcare and works to promote positive mental health; to raise awareness about mental health; and to advocate for the rights of those experiencing mental health difficulties. This is achieved through a human rights-based approach, through the enhancement of evidence-based knowledge and by striving to be at the forefront of new initiatives and advances in the field.

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St. Vincents Private Hospital

St Vincent's Private Hospital is the single, biggest private hospital in Dublin and part of St, Vincent's Healthcare Group. Situated on the same grounds as St. Vincent's University Hospital, in Elm Park, Dublin 4, we share resources, expertise and medical facilities with one of the country's leading academic teaching hospital. This means that we have the capacity to deal with a high volume of patients with a variety of different and often complex medical and surgical requirements.

At St Vincent's Healthcare Group we will strive to maintain excellence in clinical, multi-disciplinary care, education and research – and we will continue to develop our hospitals in line with these principles, and with our responsibilities to the wider Irish healthcare system. We will treat each of our patients individually with dignity and respect recognising, at all times, the right of everyone to access the care and treatment they need to achieve the best possible healthcare outcomes – regardless of race, ethnicity, religion or gender. We will remain true to our values of human dignity, compassion, justice, quality and advocacy.



St. Vincent's University Hospital (SVUH)

St. Vincent's University Hospital (SVUH) is one of the world's leading academic teaching hospitals, delivering expert acute, chronic, emergency and specialist care across more than 50 medical fields. Located on Ireland's only integrated multi-hospital campus, SVUH is the only acute public hospital in Ireland with Joint Commission International (JCI) accreditation, reflecting our commitment to world-class patient care and safety.

Education, research and clinical excellence are central to our mission. In partnership with University College Dublin (UCD), we are leaders in innovative 'bench to bedside' healthcare research.

Part of the St. Vincent's Healthcare Group, SVUH employs over 4,000 people and is home to national programmes including the National Liver and Pancreas Transplant Programmes, the National Adult Cystic Fibrosis Programme and one of Ireland's eight designated National Cancer Centres of Excellence. For further information, visit www.svuh.ie.



Sterling Pharma Solutions

Sterling Pharma Solutions is a global contract development and manufacturing organisation (CDMO) with more than 50 years' experience in developing and manufacturing active pharmaceutical ingredients (APIs), which are used in medicines throughout the world.

As well as APIs, Sterling develops and manufactures Antibody Drug Conjugates (ADCs), which is the latest innovation for targeted oncology drug administration.

We specialise in handling complex and challenging chemistries on behalf of our pharmaceutical customer base, which range from large pharma companies to smaller biotechnology companies.

Our mission is to deliver an exceptional experience to our customers and employees, setting a new standard of collaboration for the pharmaceutical industry with scientific partnership at its core.

Sterling has six facilities employing 1,350+ people: its HQ in Cramlington and a site in Newcastle, UK, a facility in Cork, Ireland; two sites in the US, in North Carolina and Wisconsin; and a dedicated bioconjugation and ADCs facility in Deeside, Wales.

For more information visit www.sterlingpharmasolutions.com.

LinkedIn: [/sterling-pharma-solutions](https://www.linkedin.com/company/sterling-pharma-solutions)



Stryker

Anngrove

Wellbeing is at the heart of our company's culture, here in Stryker, Anngrove. It drives both individual and organisational success.

At Stryker, we value our people, and we are committed to supporting employee wellbeing. We are continuously and proactively striving to improve employee wellbeing for all those in Anngrove.

Macroom

Our Manufacturing site in Macroom, County Cork, with over 250 employees, owned by Stryker, is focused on manufacturing upper extremities medical devices.

Renowned for our people friendly culture and a passionate commitment to operational excellence, our approach to employee Wellbeing has become more developed, more sophisticated and ever more responsive over time to employee needs.

Since achieving the KeepWell Mark in February 2020, we continue to encourage and support the Wellbeing of every employee.

As an employer, Stryker Macroom does not take Wellbeing for granted, and having the KeepWell Mark accreditation is valued given our continuing journey to support and promote the Wellbeing of all our employees.

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Suir Engineering

Suir Engineering, a trusted partner in excellence with over 40 years of international experience, specialises in electrical, mechanical, instrumentation and high voltage. With more than 1500 employees and €400+ million in annual revenue, the company operates across offices in Ireland, the UK, Sweden, Denmark, Germany, and Finland, serving sectors such as Data Centres, Energy, Power & Renewables, Life Sciences, and Food & Beverage.

While its primary focus is the Irish market, Suir Engineering delivers successful projects across Europe, the UK, and Scandinavia. The company is renowned for its dependability, agility, and high-quality services, building transparent relationships and upholding exceptional values. Suir Engineering strives to be a global leader, championing safety, excellence, and trusted partnerships for international growth.



Tallaght University Hospital

Tallaght University Hospital (TUH) is one of Ireland's largest acute teaching hospitals, the Hospital has 450 inpatient adult beds, 74 onsite day beds for Dialysis, Oncology, Infusion, Haematology, Cardiology, Bone & Joint and minor surgery services. The Hospital also has a Day Surgery Centre located near the Hospital which has four theatres and 25 bays for elective surgery. There are an additional 61 offsite beds under its governance. The Hospital is staffed by over 4,000 people with over 70 different nationalities represented on the team. The Hospital

is a provider of local, regional and national specialties. It is also a national urology centre, the second largest provider of dialysis services in the country, Pelvic and Acetabulum National Centre and is a designated trauma unit.

TUH is one of the two main teaching hospitals of Trinity College Dublin – specialising in the training and professional development of staff in areas such as nursing, health & social care professionals, emergency medicine and surgery, amongst many others. The Hospital is part of the newly established HSE Dublin & Midlands Region, which serves a population of over 1.2 million across seven counties, and operates under the governance of an independent Board of Directors who give their time on a voluntary basis. TUH is also supported by the Adelaide Health Foundation, the Meath Foundation and Tallaght University Hospital Foundation. The Hospital recognises the role it plays in the community both as an employer and provider of healthcare and is committed to building a sustainable future for our region both now and into the future with a focus on patient outcomes.



Tayto Snacks

Tayto Snacks certified as a Great Place to Work, holder of a bronze accreditation from Investors in Diversity, one of Ireland's Menopause workplaces of Excellence and recent CIPD Award winner of 'Leading through Learning and Development – small/medium', is home to Ireland's most iconic snack brands including Tayto, Hunky Dorys and King crisps. At Tayto Snacks, people are the essence of our organisation. We champion a culture of growing our people to manage and lead the business.

Tayto Snacks core values focus on Thinking Responsibly, Acting Entrepreneurially, and Growing Together. Everyone is given the opportunity to contribute to the success of the business. We care about the quality and safety of our food products, the environmental impact of our operations, the social implication of our supply chain, our investment in local communities and our colleague's welfare. Tayto Snacks currently employs approximately 350 colleagues based primarily at our production site in Ashbourne Co. Meath.



Teva Pharmaceuticals Ireland

Teva is proud to provide high-quality medicines that improve the health of people around the world, both prescription medications as well as over-the-counter treatments. We are continually expanding our range of products and services to better meet the needs of patients and healthcare professionals in Ireland.

Our Waterford site is devoted to the manufacture and development of respiratory products. It includes an onsite research and development centre which is dedicated to the next generation of respiratory products for the treatment of conditions such as asthma and Chronic Obstructive Pulmonary Disease (COPD).

The chances are someone you know is living a healthier life because of our medicines; after all we are one of the largest suppliers of prescription medicines to Irish pharmacies.

We are all in for better health.

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The Central Bank of Ireland

The Central Bank of Ireland serves the public interest by safeguarding monetary and financial stability and by working to ensure that the financial system operates in the best interests of consumers and the wider economy. Our vision is to be a central bank that is trusted by the public, respected by our peers and to be a fulfilling place to work for our people. Underpinning our public service mandate are our values of integrity and care, courage and humility, and teamwork and excellence.

Our wellbeing strategy focuses on three wellness pillars "Mind", "Body", "Life" representing the holistic nature of the wellbeing programme that promotes physical health, mental health, and emotional wellbeing. Through our Wellbeing Working Group the Central Bank is committed to creating a fulfilling workplace for all of our people.

We continue to develop various supports, programmes and guidelines for our colleagues and people managers which strives to raise awareness and eliminate stigma by opening up the conversation which creates a culture of openness and inclusion. We are committed to the health, safety and wellbeing of our people and are delighted to be part of the KeepWell Initiative having received our fourth accreditation in 2024.



The Convention Centre Dublin (The CCD)

The Convention Centre Dublin (The CCD) was developed to provide a world-class conference venue in the heart of Ireland's capital city. Since opening in September 2010, The CCD has hosted over 2,000 events and won 55 industry awards, continuing to position Ireland on the world stage for international conferences, congresses and events. The CCD strives to offer a truly world-class venue in every sense, from the quality of the facility, through to every aspect of service. People are at the heartbeat of The CCD, it is the team that brings the venue to life.

BeWell – Wellbeing at The CCD

The CCD's wellbeing journey began some years ago, with more proactive and focused attention in 2017, driven by Human Resources (HR). In late 2020, the venue went a step further and a wellbeing committee was established with members of the business across many departments represented. The purpose of the wellbeing committee is to assess, plan and implement activities that will help Clann CCD (all those who work at The CCD) to be more aware, motivated and skilled around life decisions and to increase their own and other's wellbeing.



The Irish Music Rights Organisation

The Irish Music Rights Organisation (IMRO) administers the performing rights in copyrighted music on behalf of its members (songwriters, composers, music publishers) and on behalf of members of the international overseas societies that are affiliated with it.

At IMRO, we advocate for music and the people who create and perform it.

Wellbeing at IMRO is a company-wide effort, and our Culture Team, which is employee-led, plays a pivotal role in this. They are responsible for organising Culture and Wellbeing events throughout the year with the support of HR. The Culture Team is truly the voice of our employees, and they help us in our mission to build an inclusive, supportive, and open environment for everyone.



TLI Group

TLI Group is a leading critical utility infrastructure service provider, operating extensively within the utilities sector in Ireland, Northern Ireland and the UK.

The company actively delivers high profile multi-disciplinary projects across four business units, namely: Power: Transmission & Distribution, Renewables & Engineering, Smart Energy Services and Telecoms. TLI Group plays a leading role in promoting the development of critical utility infrastructure and thus providing safe, reliable and sustainable networks for future generations.

As a value-centric business, The TLI Group culture is built around the company's core values, namely; Safety, Customer, Delivery, Flexibility, People, and Teamwork.

The company's purpose is to deliver critical infrastructure to facilitate today's living and communication needs. It is the ambition of the company to be the safest, best in class and successful service provider, adding sustainable value to the customers and communities they serve.

TLI Group prides itself on fostering a supportive and collaborative team culture, offering comprehensive wellbeing supports, career and personal development opportunities, and a commitment to ensuring every team member goes home safe every day.

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U.S. Bank

People come first at U.S. Bank. Our payments experts deliver tailored and reliable solutions to power the payments of our customers, inspiring them to reach their goals and potential. Together we are stronger, overcoming challenges and connecting your business with a world of customers.

We're a top five acquirer in both Europe and the USA, employing 4,000 people across United Kingdom, Ireland, Germany, Belgium, Netherlands, Poland, Denmark, Sweden, Spain and Norway, with over 1.3 million customers worldwide. Our single international processing platform makes it easier for you to do business across the globe and it's proven to be one of the industry's most reliable, with typically 99.999% of continuous 'up-time'.

At U.S. Bank, we're committed to supporting our employees and communities year-round through volunteering, mentoring, and being an advocate for diversity, equity, and inclusion. We focus on what matters most – our people – and dedicate ourselves to creating meaningful change while achieving our full potential as an organisation.

We've also been recognised as a Top 100 Company for wellbeing for instilling a best practice approach to wellbeing and creating a lasting impact on our employees and on the business community.



Unilin Insulations

At Unilin Insulation, our working values of excellence, passion, entrepreneurship and respect are inherent. The ethos of 'More than Insulation' demonstrates our commitment to quality product, market leading service and a partnership approach with industry professionals and students alike. The health, safety, and wellbeing of our people are at the core of everything we do.

We are committed to maintaining a safe and inclusive working environment where everyone feels valued, respected, and empowered. Our proactive safety culture is supported by rigorous training and a zero-compromise approach to workplace hazards.

We actively promote employee wellbeing through engagement, support programmes, and open communication, recognising that our people are our greatest asset. By investing in their development and fostering a positive, collaborative atmosphere, we ensure our team thrives—driving innovation and excellence across all areas of our business.



University of Galway

University of Galway opened its doors in 1845 with sixty-eight students. University of Galway has grown massively in size and reputation since then, with a student population today of over 19,000, 17% of which are international students from 110 countries. Over the past decade, we have been steadily increasing our global reach and reputation. According to QS World University Rankings, we are now ranked in the top 2% of universities worldwide and the top 100 universities in Europe. Ranked Ireland's #1 university for sustainable development in the Times Higher Education World Rankings (THE), we are not just about excellence in teaching; we are about shaping a better world. As government SDG Ambassador and a leader in sustainability, we offer a learning environment that cares for our students and our planet. We boast 11 Green Lab certified laboratories and are voted in the TOP 30 most beautiful campuses in Europe.

We have an academic community of world-leading researchers at the forefront of their fields and offer our students opportunities to collaborate internationally through its programmes. The University has a long-established reputation of teaching and research excellence in the Colleges of Arts, Social Sciences, and Celtic Studies; Business, Public Policy, and Law; Engineering and Science, Medicine, Nursing & Health Sciences with over 2,400 staff, and 110,000 alumni networks worldwide, achieving, 11 Athena SWAN Awards along with an institutional re-accreditation award.

We are an international university with global ambition, but with deep roots in Galway City and West of Ireland, which is renowned for its unique culture, creative industries, medical technologies, marine ecology and economy, and innovation. The university of Galway is one of the largest employers in Galway and makes a significant contribution to the economic, social, and cultural fabric of the city.



Vertical Markets Group

The Vertical Markets Group was founded in 2008 to transform the level of sector specific recruiting expertise. The group now comprises six industry specific recruiting businesses, giving us coverage across and access to the core talent verticals globally.

Our group includes: Life Science Recruitment, Capital Markets, IT Search, HR Search, Design Build Search & A+F Recruitment.

We partner with our clients and focus on positive brand reinforcement and ultimately act as an extension of our client's business. As a result, we have built a loyal client base which affords repeat business and is underpinned by a strong referral network. We are a group of over 60 professionals with a single-minded focus; to provide the very highest level of service to our clients and candidates that we ourselves would want to receive.

Five core values shape our culture & how we serve our customers, candidates, employees & partners: Trust, Accountability, Innovation, Diversity & Inclusion & Sustainability.

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Waterford and Wexford Education Training Board

Waterford and Wexford Education and Training Board (WWETB) was established on 1 July 2013. It officially incorporated SOLAS Training Centres in Waterford and Wexford into its range of services on 1 July 2014.

Since then, WWETB has been providing a comprehensive range of education and training services throughout Waterford and Wexford and it is the largest education and training provider across both counties through primary-level education, special education, second-level colleges, Further Education and Training Colleges and Centres, an Outdoor Education and Training Centre, and Youth Services delivering education and training programmes. With 1914 staff, WWETB is also a significant employer in the South-East and prides itself on being an employer of choice for prospective employees.

WWETB is guided by its Core Values, these are: Respect, Accountability, Quality, Sustainability and Learner Focused.



William Fry LLP

At William Fry, our client-focused service combines technical excellence and a practical, constructive approach to business issues. We advise leading domestic and international corporations, financial institutions, and government organisations.

We regularly act on complex, multi-jurisdictional transactions and commercial disputes. Strong client relationships and high-quality advice are the hallmarks of our business.

We are ranked by international directories, clients and market commentators alike as being a leader in our main areas of work: Corporate & M&A, Banking & Finance, Litigation & Dispute Resolution, Asset Management & Investment Funds, Real Estate, Insurance (Contentious & Regulatory), Tax Projects & Construction Employment & Benefits and Technology.

Our head office is in Dublin. We have offices in Cork, London, New York, and San Francisco and are members of a global law firm network to service our clients at home abroad. Through our alliance with Tughans, Northern Ireland's largest law firm, we provide an all-island solution.

We acknowledge that the wellbeing of our employees is integral to our collective success. We firmly believe that a workforce that is healthy, content, and well-supported forms the cornerstone of our ability to deliver exceptional legal service for our clients.



Woodies

Woodie's is Ireland's leading retailer in Home, DIY, and Garden solutions, proudly operating 35 locations nationwide as part of the esteemed Grafton Group. Our expansive product range encompasses DIY essentials, paints, lighting, homestyle, housewares, bathroom accessories, building materials, gardening products, and fitted kitchens.

With a dedicated team of 1,500 employees, Woodie's has been on a remarkable journey since 2017, earning recognition as a Great Place to Work, including accolades for being a great workplace for women and for our commitment to health and wellbeing. Diversity and inclusion remain at the forefront of our priorities, reflected in our Investors in Diversity Gold Status.

Achieving the KeepWell Mark is a testament to our collective hard work, strategic planning, and unwavering dedication to fostering a culture of health and wellness. We are proud of this accomplishment and remain committed to enhancing the wellbeing of our employees and the communities we serve.