

Recognising
companies leading
the way in workplace
wellbeing

Leading in Wellbeing

Top 100 Companies
2021

[#workplacewellbeing100](#)

**Leading in
Wellbeing**

Top 100 Companies
2021



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

“The Index has pulled exclusively from Ibec’s KeepWell community, primarily focusing on those companies who hold an active KeepWell Mark accreditation.” - Ibec

ABBVIE

Founded in 2013, AbbVie is a global, research-driven biopharmaceutical company committed to developing innovative advanced therapies for some of the world’s most complex and critical conditions. The company now employs more than 2,500 people across nine sites in Ireland.

AbbVie’s mission is to use its expertise, dedicated people and unique approach to innovation to markedly improve treatments across a number of therapeutic areas, including immunology, oncology, virology, aesthetics, neuroscience and eyecare. The company also applies its scientific expertise to discover and develop medicines in other areas where patients still have limited treatment options. Today, AbbVie’s medicines benefit more than 52 million people in 175 countries.

AbbVie is also driven by the health, welfare and well-being of its employees and the company provides a robust portfolio of benefits and well-being programmes that enable them to meet their personal and professional needs – both inside and outside the workplace.

 abbvie.ie/

ALDI - A STORY OF SUCCESS

With roots dating back to 1913, Aldi (short for Albrecht Discount) entered the Irish market in 1999. Aldi employs over 4,500 people in Ireland and one of the world’s most successful retailers. We have a vast network of 145 stores across the country with ambitious plans to open many more. There are currently more than 6,200 stores across our international business including stores in the UK, Germany, Italy, Australia and the USA

 aldi.ie/

ALEXION

Alexion 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 more than 25 years, Alexion has developed and commercializes two approved complement inhibitors to treat patients with paroxysmal nocturnal hemoglobinuria (PNH) and atypical hemolytic uremic syndrome (aHUS), as well as the first and only approved complement inhibitor to treat anti-acetylcholine receptor (AChR) antibody-positive generalized myasthenia gravis (gMG) and neuromyelitis optica spectrum disorder (NMOSD). Alexion also has two highly innovative enzyme replacement therapies for patients with life-threatening and ultra-rare metabolic disorders, hypophosphatasia (HPP) and lysosomal acid lipase deficiency (LAL-D) as well as the first and only approved Factor Xa inhibitor reversal agent. In addition, the company is developing several mid-to-late-stage therapies, including a copper-binding agent for Wilson disease, an anti-neonatal Fc receptor (FcRn) antibody for rare Immunoglobulin G (IgG)-mediated diseases and an oral Factor D inhibitor as well as several early-stage therapies, including one for light chain (AL) amyloidosis, a second oral Factor D inhibitor and a third complement inhibitor. Alexion focuses its research efforts on novel molecules and targets in the complement cascade and its development efforts on hematology, nephrology, neurology, metabolic disorders, cardiology, ophthalmology and acute care. Headquartered in Boston, Massachusetts, Alexion has offices around the globe and serves patients in more than 50 countries. This press release and further information about Alexion can be found at: www.alexion.com.

 <http://www.alexion.com/>

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

ALKERMES

Alkermes plc is a fully integrated, global biopharmaceutical company developing innovative medicines in the fields of neuroscience and oncology. The company has a portfolio of proprietary commercial products focused on addiction and schizophrenia, and a pipeline of product candidates in development for schizophrenia, bipolar I disorder, neurodegenerative disorders and cancer. Headquartered in Dublin, Ireland, Alkermes plc has an R&D center in Waltham, Massachusetts; a research and manufacturing facility in Athlone, Ireland; and a manufacturing facility in Wilmington, Ohio.

 alkermes.com/

AN POST

Delivering successfully in a digital world: The rapid growth of technology has created challenges but also opportunities for our business as communication moves online and we rapidly head towards a cashless society.

As the digital world closes one door on our mail business with e-substitution, it opens another with the world of eCommerce. We're changing from one world to another, requiring us to make bold strategic moves to become a sustainable, profitable business.

One company, two businesses: We have restructured our company into two world-class businesses, An Post Mails & Parcels and An Post Retail, each with its own talented team and agreed long-term strategy.

Mails & Parcels: Our Mails & Parcels business is rapidly growing our eCommerce and mail marketing businesses, offsetting declining mail volumes, while still delivering the highest quality postal service to every home and business in Ireland.

We want to play a full role in Irish economic life as the backbone of eCommerce, making sure that communities across Ireland have the same access to goods as in major world cities.

Retail: We already manage more cash than any other organisation in Ireland and will seek to diversify and grow our financial and retail services while providing a trusted gateway to government services for our customers, both online and in person.

We aim to re-invent the post office network so every town and major village in Ireland has a modern post office, providing the financial technology services our customers need in a cashless society. We are committed to digital transformation and brand rejuvenation so we can offer customer-centred competitive services.

 anpost.com/

ARTHUR MALLON FOODS

Arthur Mallon Foods is the leading producer of sausages in Ireland, creating award winning sausages in County Monaghan since 1940. The company originated from Arthur Mallon's Butchers shop in Monaghan Town, which was famous for its tasty and creative sausages recipes. We have won over 160 awards both nationally and internationally, which makes us the most awarded sausage maker in Ireland!

 <http://mallonfoods.com/>

ASTELLAS

Our Approach to the Value Creation Process: Astellas' raison d'être is to contribute toward improving the health of people around the world through the provision of innovative and reliable pharmaceutical products.

Based on this, we aim to stand on the forefront of healthcare change, turning innovative science into value for patients. The keys to our success will be our Focus Areas, Principles of Activity, and Drivers, which describe where we should create value and how we should act to realize that value. Guided by this approach, we will create innovation with a central focus on the innovative drug business.

This process originates with advances in science, and Astellas then allocates sufficient funds and implements measures to satisfy the requests and expectations of stakeholders. By creating value

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

for patients, through this process, we will generate funds to sustain the next phase of growth and provide returns to stakeholders.

Astellas will continue to follow this cycle to achieve sustainable growth of corporate value.

Focus Areas: Amid continuing evolution in the healthcare industry, Astellas needs to identify business opportunities more flexibly and efficiently than ever in order to achieve further growth. We will define our Focus Areas by adding multiple perspectives to our conventional viewpoint of therapeutic areas. We will factor in a consideration of new technologies and treatment approaches, product development feasibility and new possibilities for commercialization, market trends and changes in pharmaceutical laws and regulations. Our goal is to identify areas of unmet need and find new business opportunities.

 astellas.com/ie/

AVANT MONEY

Avant Money is Ireland's newest mortgage lender and a leading provider of personal loans and credit cards for over 20 years. Avant Money currently offers some of the lowest interest rates available in the market for mortgages and personal loans, allowing customers to make substantial savings across the lifetime of its products.

Headquartered in Carrick-on-Shannon, Co. Leitrim, with a second office in Dublin, it employs over 250 staff. Avant Money was the first financial services company in Ireland to receive Ibec's KeepWell Mark in 2018 and became the first company in Ireland to be reaccredited in 2020.

The challenges faced by companies right across the globe since March 2020 have strengthened the importance Avant Money places on the health and wellbeing of its colleagues in the office as well as homeworking across the country. Avant Money HR Director, Helen Richardson, said, It is a testament to our team that Avant Money has continued to flourish despite the pandemic. For me, a programme focused on the wellbeing of staff is vital, and so being reaccredited by Ibec with the KeepWell Mark last year was warmly welcomed. Wellness is at the core of everything we do at Avant Money and that is why we are pleased to hold ourselves to the highest standards and are thrilled to have our success as a good employer recognised by Ibec.

 avantmoney.ie/

AVANTOR

Avantor®, a Fortune 500 company, is a leading global provider of mission-critical products and services to customers in the biopharma, healthcare, education & government, and advanced technologies & applied materials industries. Our portfolio is used in virtually every stage of the most important research, development and production activities in the industries we serve. One of our greatest strengths comes from having a global infrastructure that is strategically located to support the needs of our customers. Our global footprint enables us to serve more than 225,000 customer locations and gives us extensive access to research laboratories and scientists in more than 180 countries. We set science in motion to create a better world.

 <http://www.avantorsciences.com/>

AVIVA

Aviva plc is a British multinational insurance company headquartered in London, England. It has about 33 million customers across 16 countries. In the United Kingdom, Aviva is the largest general insurer and a leading life and pensions provider. We employ 1,650 across our three locations in Dublin, Galway and Cork.

Each year Aviva pay our customers 34.6 billion in claims and benefits across all our markets.

 aviva.ie/

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

AVIVA STADIUM

Aviva Stadium prides itself on being a unique world class international stadium, an outstanding venue for football, rugby, concerts and conferences, providing a top class experience for customers, players, coaches, media, commercial partners and staff.

The stadium is jointly owned by its two shareholders, the Irish Rugby Football Union and the Football Association of Ireland.

Aviva Stadium is an exceptional conference and banqueting venue and provides outstanding event space, with excellent views and facilities. Aviva Stadium works closely with its commercial partner, Compass Group Plc, to deliver superior conferences and events.

Aviva Stadium Wellness Committee

Aviva Stadium staff established a Wellness Committee in 2018 which promotes employee health and wellness initiatives throughout the organisation. The Wellness Committee gives staff control over what wellness programmes, events, and wellness challenges are offered and staff participation in wellbeing initiatives is high. The Wellness Committee is representative of our workforce.

Other duties of our Wellness Committee include:

- Communicating to employees the value of the wellness program and the benefits they can expect to receive by participating.
- Generating ideas and objectives and setting wellness program goals.
- Assisting with planning and promoting wellness initiatives.
- Encouraging participation and feedback in every way possible.

 www.avivastadium.ie

BIOMARIN

BioMarin is a global biopharmaceutical company and world leader in developing and commercialising first- or best-in-class therapies for rare genetic diseases. We take pride in going where the science leads us, pioneering breakthrough treatments for debilitating and life-threatening conditions where we can significantly improve upon the current standard of care. Our culture revolves around the ethos that no disease should go untreated, and our people are driven to discover, develop, and commercialise medicines that give patients, their families, and their caregivers hope where there was little or none.

BioMarin employs over 470 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 employees are encouraged and supported to lead healthy and active lifestyles.

 biomarin.com/

BLACKROCK CLINIC

Blackrock Clinic is Ireland's leading and longest established private, high-tech hospital, focused on delivering the most advanced healthcare in Ireland. Since it opened in the mid 1980s, Blackrock Clinic has consistently built an unparalleled reputation in new high-tech surgical procedures, medical treatments and ground-breaking diagnostics. This reputation means that some of the best international and national consultants and healthcare professionals work at Blackrock Clinic. Blackrock Clinic is a progressive and pioneering hospital in which care for the patient is central to everything we do. Our vision is Clinical Excellence and Personal Care and we are committed to delivering the highest standards of patient care through:

- Compassionate care for our patients and their families
- Engaging competent skilled consultants and staff
- Creating a professional and caring environment through team work and respect and providing employee wellbeing supports to our staff
- Investing in education and leading technology to maintain a culture of continuous development

 blackrock-clinic.ie/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

BOLIDEN TARA MINES

Guided by Care, Courage and Responsibility we set out towards our vision to be the most climate friendly and respected metal provider in the world. Our purpose is to provide the metals essential to improve society for generations to come. Our values describe how we work together in our daily operations. It brings many different competences and skills together and forms our corporate culture towards a common purpose. Our overall goal is to create profitability and growth in a responsible manner with consideration for people, the environment and society. We contribute to sustainable metal production and a reliable supply of metals for society through our strategy of owning our own mines and smelters

 bolden.com/operations/mines/boliden-tara

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 3,000 staff, 450 leading consultants, Bon Secours treats in excess of 280,000 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.

 bonsecours.ie/

BORD GAIS

Bord Gáis Energy is a utility that supplies gas and electricity and boiler services to customers in the Republic of Ireland. Bord Gáis Energy has been in operation in some form since 1976 and supplies over 750,000 customers with energy in Ireland. Since mid-2014 Bord Gáis Energy is also part of the global Centrica plc Group. Bord Gáis Energy has offices in Dublin and Cork as well as having boiler service technicians nationwide. Bord Gáis translates as Gas Board, although is now a private company limited by shares and part of Centrica Global plc which also owns British Gas.

 bordgaisenergy.ie/

BOSTON SCIENTIFIC

Boston Scientific transforms lives through innovative medical solutions that improve the health of patients around the world. As a global medical technology leader for 40 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. Established in Ireland since 1994, today Boston Scientific employs around 6,000 people across three facilities, located in Galway, Clonmel and Cork.

 bostonscientific.eu/

BREEDON CEMENT

Breedon Group plc is a leading construction materials group in Great Britain and Ireland. It operates two cement plants and an extensive network of quarries, asphalt plants and ready-mixed concrete plants, together with slate production, concrete and clay products manufacturing, contract surfacing and highway maintenance operations. The Group employs approximately 3,500 people and has over 1 billion tonnes of mineral reserves and resources. The Group's strategy is to continue growing through organic improvement and the acquisition of businesses in the heavyside construction materials market.

 breedongroup.com/products/cement

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

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, haematology, immunology, cardiovascular and neuroscience. Our employees work every day to transform patients' lives through science.

Bristol Myers Squibb has been in operation in Ireland since 1964, employing over 650 people across a range of activities and business units.

Located in Dublin, Cruiserath Biologics Campus, the one billion Multi-Product Cell Culture Biologics Manufacturing facility plays a central role in the Global Product Development and Supply (GPS) network as the company's first European biologics manufacturing facility. This state of the art facility will produce multiple therapies for the company's growing biologics portfolio. Global Biologics Laboratory (GBL) responsible for the release testing of Biologics Drug product for the network, is also based on the Cruiserath Biologics Campus.

Cruiserath Biologics has been awarded Biopharma Company of the Year in 2019 and 2020 in the Irish Pharma Industry Awards and is certified as a Great Place to Work consecutively since 2017, including as a Great Place to Work for Women this year.

 <http://www.bms.com/ie>

BROWN THOMAS ARNOTTS

Brown Thomas Arnotts are immensely proud of our unique heritage, yet never stop evolving with the times. We place tremendous importance on fostering a spirit of innovation and creativity, setting ourselves apart through continuous investment and by driving ideas sourced from all areas of our business. Brown Thomas Arnotts are part of the Selfridges Group, which provides leading luxury shopping experiences for millions of customers around the world through iconic, innovative and inspiring retail destinations.

In addition to Brown Thomas and Arnotts, the Group consists of Holt Renfrew in Canada, Selfridges in the UK and de Bijenkorf in the Netherlands.

 brownthomas.com/about-brown-thomas/careers/our-company/our-stores.html

BULMERS

C&C Gleeson (commercial), Bulmers (manufacturing) and Tennent's (Northern Ireland) are all part of the C&C Group, representing our business across the Island of Ireland (IOI). We are a manufacturer, marketer and distributor of some of Ireland's favourite, market-leading drinks brands including Bulmers Original Irish Cider, Tennent's, Clonmel 1650, Corona Extra, Beck's Vier, Stella Artois, Tipperary Pure Irish Water, Finches and Boost. The company's wine division, Gilbeys, is the largest wine distributor in Ireland with an outstanding portfolio of star performers such as Laurent Perrier, Santa Rita and Yellow Tail. The success and dynamism of the business are underpinned by its staff and the teams that support the business. C&C Gleeson has an employee base of some 1,000 people in eight locations across the island of Ireland. With a manufacturing plant in Clonmel, C&C has the capabilities and expertise to support its almost thousands of customers across all four provinces with a one-stop solution that offers nationwide distribution and an unrivalled quality of service. The company's strong brand focus is an integral part of the company's commitment to its customers in helping to drive sales and bringing great and much loved brands to the market.

 bulmers.ie/

CAMBUS MEDICAL

Cambus Medical is a medical technology company focused on developing, designing and manufacturing both sophisticated and niche critical components for minimally invasive medical devices used in diagnostic and therapeutic interventions.

We were established in 2006 and since then, have grown steadily with regular expansions to our manufacturing facilities. The Cambus Medical team have extensive experience in providing precision solutions to the medical device industry.

From prototyping your next program, through to full scale volume production, all processes are

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

carried out in our highly integrated, state of the art facility.

In working with Cambus Medical, you will receive excellent customer service along with access to innovative solutions, experienced staff and top quality advice which is tailor made to your specific requirements. This is why some of the top medical device companies are counted among our many valued customers.

 cambusmedical.com/

CAPITA LIFE & PENSIONS SERVICES (IRELAND)

Capita Life & Pensions Services (Ireland) Ltd. have a proven operating model that delivers a dedicated service aligned to our clients' brand, location and proposition, whilst at the same time leveraging shared services to deliver scale, drive quality, and reduce cost and risk. With c300 life and pensions employees based in Montague House we provide our clients with a global business model that helps them establish themselves within new markets, develop and launch products, and grow internationally.

In May this year Capita Life & Pensions rebranded as SS&C Life & Pensions and plan to continue offering many wellbeing activities for employees to attend onsite and we look forward to continuing our holistic view to mental health, physical health and healthy eating.

 capitalifeandpensions.co.uk/who-we-are/our-story/

CLAROCHEM IRELAND LTD

Clarochem Ireland Ltd is an APIs manufacturing plant, located in Damastown, near Dublin, with more than 43m³ of production capacity and vessels ranging from 30 to 8000 liters, acquired by the group in 2009. Further to a large portfolio of chemical reactions, Clarochem brings a dowry of crystallization and powder technology capability, enabling to set the best physical characteristics for our customers formulations.

Historically involved in custom manufacturing, since joining the group Clarochem Ireland has expanded its activity to the generic field.

 cfm-group.it

COCA COLA

The Coca-Cola Company is an American multinational beverage corporation incorporated under Delaware's General Corporation Law and headquartered in Atlanta, Georgia. The Coca-Cola Company has interests in the manufacturing, retailing, and marketing of nonalcoholic beverage concentrates and syrups.

The Coca-Cola Company (NYSE: KO) is a total beverage company with products sold in more than 200 countries and territories.

Our company's purpose is to refresh the world and make a difference. Our portfolio of brands includes Coca-Cola, Sprite, Fanta and other sparkling soft drinks. Our hydration, sports, coffee and tea brands include Dasani, smartwater, vitaminwater, Topo Chico, Powerade, Costa, Georgia, Gold Peak, Honest and Ayataka. Our nutrition, juice, dairy and plant-based beverage brands include Minute Maid, Simply, innocent, Del Valle, fairlife and AdeS.

We're constantly transforming our portfolio, from reducing sugar in our drinks to bringing innovative new products to market. We seek to positively impact people's lives, communities and the planet through water replenishment, packaging recycling, sustainable sourcing practices and carbon emissions reductions across our value chain. Together with our bottling partners, we employ more than 700,000 people, helping bring economic opportunity to local communities worldwide.

 coca-cola.ie/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

CORAS IOMPAIR ÉIREANN (CIÉ)

Córas Iompair Éireann (CIÉ) acts as Holding Company for the CIÉ Group of Companies which incorporates Irish Rail, Dublin Bus, Bus Éireann and CIÉ 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. Since the onset of Covid-19 all staff are working remotely. 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 CIÉ 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 CIÉ 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 2021 of 348m and current staff numbers of approximately 2,000 WTE.

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 and Library Services.

Cork County Council received a Higher Distinction award and a Consistent High Achiever award at the 2020 National Irish Safety Organisation Awards. The Council's Safety Management System earned OHSAS (Occupational Health and Safety Management Assessment Series) 18001 certification in 2017 becoming the first Local Authority to do so. The accreditation lasted 3 years, during which time OHSAS 18001 was replaced with ISO 45001. Following its transition to the new Occupational Health and Safety requirements of the ISO standard, Cork County Council became a first-time achiever in its field once again, 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 Keep Well Mark in November of 2020, due to dedicated efforts to promote health and wellbeing as part of the Safety Management System. The IBEC Keep Well Mark standard reflects success in the eight target areas of leadership, health and safety, absence management, physical activity, mental health, smoke free, intoxicants and healthy eating.



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, taxation and advisory services for 46 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.

We never lose focus on clients' objectives. We guarantee each client receives the same quality expert advice and value-added service to make their organisation more efficient, effective and compliant.

Innovation is key to all services we provide at Crowleys DFK. It is a core value of the firm. A key example of this is our commitment to cloud accounting – the next generation of accounting. We

Leading in Wellbeing

Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

are one of Ireland's leading cloud accounting service providers and are a Xero Platinum accredited partner.

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 is an international association of independent accounting and business advisory firms. DFK are passionate about ideas, innovation and new technologies. As of 2021, DFK International has 229 member firms, with 441 offices across 93 countries and a turnover of \$1.486 billion.

 [crowleysdfk.ie/](https://www.crowleysdfk.ie/)

DECARE DENTAL

DeCare is Ireland's only specialist dental, vision and wellness benefits provider. For over twenty one years, DeCare has provided dental insurance products, services and wellbeing programmes to our global customer base in Ireland and the United States. Our specialist products and services are delivered by our talented team and have enabled over 400 companies in Ireland to help their staff to look after their oral and general health by lessening costs and increasing health awareness.

Globally, DeCare Dental is a trusted brand, administering dental benefits for over 40 years and supporting over 10 million dental members worldwide. DeCare is a subsidiary of Anthem, the largest health benefits provider in the U.S and a brand that is recognised for innovation and service. In Ireland, this global strength and experience backs our local team, products, service and oral health expertise.

TeamCare and EyeCare by DeCare is a dedicated corporate benefit, which combines a comprehensive range of dental and vision insurance products. DeCare offers a range of dental and vision insurance plans to suit every company budget with options for fully-corporate paid, flex and employee-self-pay schemes. Our comprehensive dental insurance products encourage regular dental visits and provide financial protection for minor and major treatment. An eye exam does more than to alert you to whether you need glasses. It's essential for detecting eye health problems early such as glaucoma and high blood pressure. Most importantly, employees who see well, perform better and make fewer errors.

Wellness from DeCare offers a range of general health clinics including dental wellness programs. We offer expert advice on wellness services to suit your company and deliver them in a cost effective and timely manner.

 [decaredental.ie/](https://www.decaredental.ie/)

DEPFA BANK PLC

The DEPFA Group including DEPFA Bank plc operates in Ireland and provides a range of banking, financial and related services. It is headquartered in Dublin and is regulated by the Central Bank of Ireland. The bank's main strategy and business model is to manage and rundown its public sector finance asset base, which primarily consists of the cover pool of its subsidiary DEPFA ACS Bank. In February 2021 BAWAG Group was announced as the successful bidder in a tender process to acquire DEPFA BANK plc, and its subsidiary DEPFA ACS Bank DAC. DEPFA Group's business strategy remains exclusively focused on wind down and reducing the statement of financial position in a value preserving manner.

The success of the bank in meeting its strategic objectives has only been possible due to the capabilities, motivation and professionalism of its employees. The sudden shift in the work environment and the current health crisis have highlighted further how critical it is to develop and maintain a healthy workforce. DEPFA will continue to invest in its work practices, training and wellness programmes which it considers necessary to support better employee health, higher employee engagement and productivity. With DEPFA's strategy, the implementation and activities of these programmes have had value enhancing benefits for both employer and employees.

 [depfa.com/](https://www.depfa.com/)

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

DUBLIN BUS

Dublin Bus is Ireland's largest public transport provider operating an extensive network of 117 radial, cross-city and peripheral routes and three 24 hour routes in the city of Dublin and the Greater Dublin Area. With a fleet of almost 1,000 fully accessible buses, including 83 hybrids, Dublin Bus carries 142 million customers a year (pre-Covid restrictions). Employing over 3,570 people, Dublin Bus is considered a pioneer in the development of policies and support initiatives around workplace issues.

 dublinbus.ie/

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.

 <http://www.e6.com/>

ENERCON

ENERCON Windfarm Services Ireland Ltd and ENERCON GmbH Irish branch are an established renewable energy company in Ireland and are one of the largest providers of wind turbines and services on the island of Ireland.

Health and Safety and employee wellbeing are at the forefront of what we do. We instil an attitude of good Health and Safety practices in all employees. In 2018, we began to look at the 'Health' aspect of Health and Safety and began to invest in employee wellbeing practices. In 2019, we applied for the KeepWell Mark as it linked our employee wellbeing aims to a structured programme. We were delighted to be the first company to receive the award in Co. Kerry in November 2019 and look forward to continuing employee wellbeing in 2020/2021 and beyond.

 enercon.de/en/home/

ERVIA

Ervia is the commercial semi-state multi-utility company responsible for the delivery of Ireland's national gas and water infrastructure and services.

Through our regulated business, Gas Networks Ireland, we build and operate one of the most modern and safe gas networks in the world. We are responsible for the operation and maintenance of Ireland's water and wastewater assets through our other regulated business Irish Water. We also provide dark fibre broadband infrastructure through our business Aurora Telecom.

 ervia.ie/

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

Leading in Wellbeing

Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

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.

 [esb.ie/](https://www.esb.ie/)

EXPLEO

Expleo is Ireland's leading quality partner for end-to-end digital transformation. We help businesses to harness unrelenting technological change to successfully deliver innovations that will help them gain a competitive advantage. From concept to delivery, our personable people combine the agility, creativity, and proactivity you need to transform your business, with the reliability of experience, knowledge, and best practices specific to your industry.

 [expleogroup.com/](https://www.expleogroup.com/)

FEXCO

Since inception in 1981, Fexco has invested in technology to develop and deliver the best solutions to meet customer needs. Fexco processes upwards of 14bn in transactions per annum across FX, treasury, digital tax and government-backed financing sectors. Fexco has developed deep expertise in governance and risk management, as well as lasting relationships with international financial institutions and banks.

Fexco has developed an unmatched capability in building, operating and supporting the delivery of complex mission critical technology platforms for both our own Fexco products and those of our partners. We bring the same rigorous methodology and management focus to all of our projects leveraging our in-house architecture, design, software development and IT infrastructure.

 [fexco.com/](https://www.fexco.com/)

FIDELITY

Fidelity International offers investment solutions and services and retirement expertise to more than 2.5 million customers globally. As a privately held, purpose-driven company with a 50-year heritage, we think generationally and invest for the long term. Operating in more than 25 countries and with \$706.3 billion in total assets, our clients range from central banks, sovereign wealth funds, large corporates, financial institutions, insurers and wealth managers, to private individuals.

Our Workplace & Personal Financial Health business provides individuals, advisers and employers with access to world-class investment choices, third-party solutions, administration services and pension guidance. Together with our Investment Solutions & Services business, we invest \$471 billion on behalf of our clients. By combining our asset management expertise with our solutions for workplace and personal investing, we work together to build better financial futures. Data as at 31 December 2020.

 [fidelityinternational.com/](https://www.fidelityinternational.com/)

FRYLITE

With 30 years' industry experience and today's market leader, we know a thing or two about the oil business. But while we know our products and their quality inside out, that's not what drives our success.

Today more than 7,000 food industry businesses across Ireland, from local independents to multi-national brands, trust us to deliver quality and service, week in, week out.

With 30 years industry experience and today's market leader, we know a thing or two about the oil

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

business. But while we know our products and their quality inside out, that's not what drives our success. Building the business around our customers, Eamon went further to develop and deliver a ground breaking complete supply and waste collection service that is now the first choice for more than 60% of the food industry in the island of Ireland.

Frylite: Making Sure Freshness, Quality and Value are all on the Menu.

Before 1988, the vegetable oil supply industry can only be described as poor, products were inferior and customers were indifferent. Eamon McCay saw all of those challenges as opportunities to create a brand new, complete oil management system that was ground-braking in its simplicity. Putting the customer at the heart of the business, Frylite set out to challenge accepted practice and improve service with new ideas and innovative technology. Today, that commitment to and investment in innovating for our customers continues and Frylite is well-known as the industry leader across the island of Ireland.

 frylite.com/

GALWAY AND ROSCOMMON ETB

Galway and Roscommon ETB provides a wide range of education services across Galway and Roscommon. We cater for a diverse population with different educational, social and cultural needs. We provide educational services to a population of over 324,000 (CSO 2016). These services include community national schools, post-primary schools, further education and training, and community based education programmes and training. GRETB runs and manages Petersburg Outdoor Education & Training Centre, an Education Unit in Castlerea Prison and an Education Centre for refugees in Ballaghaderreen. Galway and Roscommon ETB is the lead partner for three Music Generation projects (County Galway, Galway City and Roscommon) which are being rolled out in the region. In accordance with the Education and Training Boards Act 2013, we are also responsible for supporting the provision, coordination, administration and assessment of youth work services in counties Galway and Roscommon.

Galway and Roscommon ETB is the second largest ETB in the country, in terms of geographical area, and includes three islands. County Galway has the single largest and most populous Gaeltacht area in the country. Promoting Gaeilge is an essential element of GRETB's core service. We have eight Coláistí lán-Ghaeilge and a number of our Further Education and Training centres in Connemara also operate through Irish.

 gretb.ie/

GE HEALTHCARE IRELAND LIMITED

GE Healthcare Ireland Limited manufactures and distributes X-ray and MRI Contrast Media for internal and external customers worldwide. 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 Carrigtohill, Co. Cork, we employ 610 staff and are a 24/7 operation exporting to 93 markets worldwide. Every second of every day, 365 days a year, a patient is diagnosed with the help of our products through procedures such as X-Ray and MRI. We are a modern, agile, cost competitive team delivering to the highest standards of safety, quality and compliance to patients around the world and are on a transformation journey to double our capacity over the next 5 years. We improve lives in the moments that matter...

 gehealthcare.com

GILEAD SCIENCES, INC.

Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer. Gilead operates in more than 35 countries worldwide, with headquarters in Foster City, California.

 gilead.com/

Leading in Wellbeing

Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

GLOBAL SHARES

Global Shares manages employee stock plans for some of the world's biggest companies.

With headquarters in Clonakilty, offices in Cork City and 14 international locations worldwide, its team of 460 employees and award-winning fintech solution helps companies harness the power of employee ownership. It exports to 100+ countries worldwide.

 globalshares.com/ie/

HEANET

HEAnet is Ireland's National Education and Research Network (www.heanet.ie).

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. We deliver high-speed internet connectivity and IT shared services to all levels of the Irish education sector.

The Irish education sector, encompassing approximately 210,000 students and staff at third level and approximately 900,000 students and staff at first and second level. HEAnet connects these Irish learners and researchers to the Internet, online educational resources, and to peer educational and research networks in Europe, the USA and the rest of the world. Over one million students, researchers and staff relying on our national education network every day.

Our vision is enabling Ireland's digital ambition. Our mission is delivering common, repeatable, shareable solutions for all of education. Our core values are positive impact; future focused; empowered decision making; enjoy it; equality & fairness and we share.

 heanet.ie/

HENRY J LYONS ARCHITECTS

Henry J Lyons is recognised as one of Ireland's leading architectural practices. We design and deliver innovative, award-winning projects across multiple sectors. Over the past 100 years, the practice has gained an in-depth working knowledge of many building types and how to deliver them. Workplace, retail, cultural, hospitality, educational and residential buildings, often in mixed-use developments and complex urban contexts, form the cornerstones of our output. To achieve the best project outcomes possible, we encourage knowledge sharing between our specialist sector design teams and between our studios. We have over 300 dedicated and talented staff members located in Dublin and Cork. Our studios are defined by strong teams, an experienced network, versatile capabilities and proven process.

 henryjlyons.com/

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.

 hiltonfoodgroupplc.com/en/

IE DOMAIN REGISTRY CLG, T/A .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.

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

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 almost 320,000 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 & well-being 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.

 weare.ie/

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.

 indaver.com/ie-en/home/

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.

 fisheriesireland.ie/

INTEGRA LIFESCIENCES

Integra LifeSciences, a world leader in medical technology with more than 4,500 people worldwide, is dedicated to limiting uncertainty for surgeons so they can concentrate on providing the best patient care. Integra offers innovative solutions in orthopaedic extremity surgery, neurosurgery, reconstructive and general surgery. Our manufacturing plant in Tullamore opened in 2006 and currently employs approx. 100 people and is engaged in the manufacture of equipment used in neurosurgery. Integra's key neurosurgery products, the market leading range of CUSA Ultrasonic Tissue Ablation consoles and handpieces, are manufactured in Tullamore and distributed to customers worldwide.

 integralife.com/

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.

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

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 produce and market a full range of sheepmeat products from traditional carcase to innovative ready to cook and formulated lamb products. Ongoing capital investment in our production facilities has underpinned the company commitment to the highest standards of production and the evolution of our business model.

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.

 irishcountrymeats.com/

IRISH WHEELCHAIR ASSOCIATION

Irish Wheelchair Association has a vision of an Ireland where people with disabilities enjoy equal rights, choices and opportunities in how they live their lives, and where our country is a model worldwide for a truly inclusive society. Irish Wheelchair Association works with, and on behalf of, people with physical disabilities to drive positive change in Ireland through the influencing of public policy, the provision of quality services and enabling accessibility to all aspects of society. People are at the heart of everything that we do and this is enshrined in all of our values: Integrity, Excellence, Leadership, Respect, Equality, Positivity.

 iwa.ie/

JOHN SISK & SON (HOLDINGS) LTD

John Sisk & Son (Sisk) is an innovative, international, construction and engineering business with long term vision, celebrating over 160 years in operation. Sisk employs approx. 1,700 people and is Ireland's leading provider of construction services with extensive operations across Ireland, the United Kingdom and mainland Europe.

Our values are Care, Integrity and Excellence. We take the time to talk to our people, to develop their skills and to find out what is important to them and the clients they partner with. We don't just listen; we also incorporate what our people tell us into our strategic plans and objectives. One of our long-standing fundamental principles is to nurture the talent that we have and to attract the next generation of future leaders. Our people are our strength and so we invest heavily in their Career, their Wellbeing and their Workspaces to ensure that we harness their capabilities to design, build and sustain world class buildings & infrastructure that we can all be proud of.

 johnsiskandson.com/

KILDARE VILLAGE

Kildare Village is home to a unique edit of 100 fashion and lifestyle boutiques offering savings of up to 60% on the recommended retail price, all year round. Set in the beating heart of horse-racing country, the Village is located just an hour south-west of central Dublin and perfectly situated for routes to important tourist destinations in the region including Cork, Limerick, and Galway. A bastion of Irish talent, Kildare Village strikes an astute balance between gentle regional charm and an artful spread of homegrown and international brands. Services include Virtual Shopping, Personal Shopping, Tourist Information, a luxurious VIP Lounge, Hands-free Shopping, and Valet Parking. With a range of restaurants and cafés in the Village, guests can unwind and discover with the celebrated Irish hospitality. Learn more about Kildare Village, a member of The Bicester Village Shopping Collection, at KildareVillage.com

 tbvsc.com/kildare-village/en

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

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, Dublin15.

 mallinckrodt.com/

MANPOWERGROUP IRELAND

ManpowerGroup Global is the leading global 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 worlds leading recruitment and HR services organisations. In Ireland we operate three distinct brands – Manpower (recruitment), Experis (IT,) and Right Management (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, in enhancing their workforce talent in Ireland. We put people first and make personal engagements the essence of our business.

 manpowergroup.com/

MCDONALDS CASHEL

Since 1977, we've been proud to serve the Irish people with some of their favourite food. And along the way, we've managed not just to live history, but create it: from the first drive-thru restaurant in Europe, to the first McCafé in Europe to our ongoing food innovation, McDonald's has been at the forefront of serving our customers. It's been quite the journey, and we promise this is just the beginning-we've got our hearts set on making more history.

The first McDonald's opened in Ireland on Grafton Street in May 1977 - since then, we've grown our business and are one of Ireland's largest employers.

We take seriously the responsibilities that come with being a leader. We help our customers build better communities, support Ronald McDonald House Charities, and leverage our size, scope and resources to help make the world a better place.

 facebook.com/mcdonaldscashel/

MERIT MEDICAL

As a global employer, Merit Medical provides immense opportunities to improve the well-being of employees around the world. In 2019, the position of Chief Wellness Officer (CWO) was added to our C-Suite. As CWO, Nicole Priest, MD, leads Merit Medical's wellness programs and is making a big difference in the lives of employees not just in Merit Medical Galway but around the world.

"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, well-being, and satisfaction." – **NICOLE PRIEST, MD, MERIT MEDICAL CWO**

At Merit Galway our employees are embracing physical and mental wellness by participating in on-site 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. In 2019 this program had great success with involvement of over 400

Leading in Wellbeing

Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

employees. Our people are at the heart of everything that we do here in Merit and this is preserved not only in our ways of working but also to how we try to always bring the employee voice to the fore and be innovative in our wellness programmes. Understand. Innovate. Deliver.

 merit.com/

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 have been proud to keep some of Ireland's essential businesses running safely during Covid-19 and proud of our frontline heroes who have made that possible.

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.

Without a doubt, the key standout highlights for Mitie in 2020 has been the award of The KeepWell Mark by Ibec. This is formal acknowledgement of the work and commitment relating to employee wellbeing, mental health and culture development.

 news.mitie.com/

MSD BIOLOGICS DUNBOYNE

MSD Ireland is one of the country's leading healthcare companies, having first established here over 50 years ago.

In order to understand MSD Ireland, it's important to get a sense of the Irish pharmaceutical industry and the pivotal role it plays in Ireland's economy as a whole. It's a hugely significant sector, employing over 30,000 people directly, and approximately 28,000 indirectly. We currently employ approximately 2,700 employees, across six sites in Ballydine, Co Tipperary, Brinny, Co Cork, Carlow, Dunboyne and Dublin and, in addition, operate substantial Human Health and Animal Health businesses.

10 of the world's largest pharma companies are based here and there are approximately 75 pharmaceutical companies located in Ireland. We are the 7th largest exporter of medicinal and pharmaceutical products in the world. The sector is worth 39 billion annually in exports and accounts for 50% of all exports. In total to date, we have invested approximately \$3 billion in our Irish operations and our annual turnover ranks us as one of Ireland's top 20 companies.

Significantly our Irish sites manufacture approximately half of MSD's top twenty products, saving and enhancing lives in over sixty countries around the world.

 takeda.com/en-ie/

NATIONAL COLLEGE OF IRELAND (NCI)

National College of Ireland is a leading, not-for-profit, third level institution. Located in the heart of the IFSC, NCI employs 350 academic and professional staff led by President Gina Quin and Vice President Jimmy Hill.

Director of HR, Mary Connelly, with her team, has drawn on NCI's core values to deliver a series of initiatives over the past two years, clarifying and extending the supports available to all staff, creating online and offline community spaces for communication and shared experience, and centring wellness at the heart of NCI's working life. Now enrolled in The KeepWell Mark™, NCI are working to make wellbeing a strategic focus by and placing staff welfare at the centre of what we do.

 ncirl.ie/

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

NESTLÉ IRELAND

Nestlé Ireland is a subsidiary of Nestlé SA, the world's leading nutrition, health and wellness company. Nestlé has over 70 brands across seven categories in the Irish market: beverage, confectionery, cereals, food, pet care, dairy and infant nutrition. Its iconic brands include NESCAFÉ®, KIT KAT®, ROWNTREE'S®, CHEERIOS®, MAGGI®, SMA® as well as BAKERS® and FELIX® pet food.

Employing over 700 people in Ireland, a fundamental part of Nestlé Ireland's values and culture is supporting employee health and wellbeing. Enhancing quality of life and contributing to a healthier future begins with safeguarding the safety and health of Nestlé's employees.

This commitment permeates all areas of the organisation creating policies and initiatives to inspire a healthy work environment through providing options to encourage employees on a path to wellness.

At Nestlé Ireland we provide access to:

- various forms of physical activity choices
- health-related screenings
- educational programming

Together, these are the key ingredients of an engaging, happy, healthy and productive workforce at Nestlé.

 [nestle.ie/](https://www.nestle.ie/)

NUA HEALTHCARE

Nua Healthcare is one of Ireland's leading Care Providers. They provide Residential, Supported Living, Day and Community Outreach Services to both Children and Adults with a range of complex support requirements and are proud to offer high standards of service and care. Renowned for offering some of the best facilities in the country; their residential accommodation combines modern state-of-the-art facilities with beautiful outdoor environments and their tailored day care programmes encompass a wide variety of stimulating and enjoyable activities.

Nua Healthcare embrace the uniqueness of each individual, facilitating and supporting people to develop their own unique pace, in pursuit of a meaningful lifestyle. They work in partnership with the Service User, their family and all other relevant stakeholders, to facilitate and support optimal outcomes for the individual. Nua Healthcare facilitates and supports people who use their services to embrace and contribute to the communities in which they live.

 [nuahealthcare.ie/](https://www.nuahealthcare.ie/)

NUI GALWAY

NUI Galway (National University of Ireland Galway) has been inspiring minds since 1845 as a research-led university and is one of the oldest and largest universities in Ireland. 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. From this unique location, we are passionate about leading the transition to a more sustainable future and we are committed to using our talents and skills to address the United Nations' Sustainable Development Goals from multiple perspectives.

Also, with over 19,000 students, 17% of which are international students from 122 countries, NUI Galway contributes greatly to the diversity and dynamism of Galway City and West of Ireland. We have an academic community of world-leading researchers working at the forefront of their fields and offers 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, and Medicine, Nursing & Health Sciences with over 2,770 staff, and 110,000 alumni network worldwide. NUI Galway is one of the largest employers in Galway and makes a significant contribution to the economic, social, and cultural fabric of the city.

NUI Galway is recognised in the top 1% Universities in the 2021 QS World University Rankings, which confirms its position among the world's elite educational institutions in the world.

Our vision is to be a driver of transformational change for our people, our region and our world, where our values-based culture of excellence, ambition and the wellbeing of our communities is at our core.

 [nuigalway.ie/strategy2025/](https://www.nuigalway.ie/strategy2025/)

Leading in Wellbeing

Top 100 Companies 2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

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 are looking forward to working with IBEC to achieve the Keepwell Mark.

 ocsc.ie/

OBERSTOWN

Oberstown Children Detention Campus (Oberstown) is Ireland’s national facility for the detention of children remanded or sentenced by the courts. Located in Lusk, Co Dublin, Oberstown’s principal objective under the Children Act 2001 is to provide appropriate care, education, training and other programmes to young people between 12 and 18 years with a view to reintegrating them successfully back into their communities and society. The framework for providing these objectives is CEHOP, which focuses on providing Care, Education, Health and wellbeing interventions, Offending behaviour programmes and Preparation for leaving.

 oberstown.com/

ORACLE

Are a cloud technology company that provides organizations around the world with computing infrastructure and software to help them innovate, unlock efficiencies and become more effective. We also created the world’s first – and only – autonomous database to help organize and secure our customers’ data. Oracle Cloud Infrastructure offers higher performance, security, and cost savings. It is designed so businesses can move workloads easily from on-premises systems to the cloud, and between cloud and on-premises and other clouds. Oracle Cloud applications provide business leaders with modern applications that help them innovate, attain sustainable growth, and become more resilient. The work we do is not only transforming the world of business--it’s helping defend governments, and advance scientific and medical research. From nonprofits to companies of all sizes, millions of people use our tools to streamline supply chains, make HR more human, quickly pivot to a new financial plan, and connect data and people around the world. At work, we embrace diversity, encourage personal and professional growth, and celebrate a global team of passionate people developing innovative technologies that help people and companies tackle real-world problems head-on.

 oracle.com/ie

PFIZER GLOBAL BUSINESS SERVICES

In 2003, Pfizer established its EMEA GBS function, Pfizer GBO Dublin, which now employs approximately 500 colleagues. Today we are the largest Strategic Financial Shared Services centre and the largest industry-based employer of Chartered Accountants in Ireland.

Our colleague groups such as the Great Place to Work and Sports and Social teams have focused on employee wellbeing through sporting, leisure and welfare activities. In recent times, our Diversity and Inclusion group has led many initiatives that ensures all colleagues can bring their whole selves to work each day. We have also developed a strong learning and development culture; colleague accreditations and qualifications include Chartered Accountants Ireland, CIMA, ACCA, Irish Association of Corporate Treasurers, the Irish Tax Institute as well as qualifications in Global Business Services. As our colleagues are our greatest asset, we are committed to keeping Employee Wellbeing front and centre in everything we strive to achieve.

 pfizer.ie/operations

Leading in Wellbeing
Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

PORTWEST

Portwest is a global manufacturer and distributor of workwear, safetywear and PPE. Established in 1904, Portwest is the fastest growing workwear company in the world with a global distribution network and customer service staff in over 150 countries.

Portwest has a team of world class designers who specialise in flame-resistant and high-visibility workwear, hand and foot protection, PPE and wearable technology. Market leaders in safety, Portwest's award winning team is constantly researching the latest trends and innovations which influence new collections and products. Portwest give a no risk proposition in an industry where safety is paramount.

 portwest.com/market/

PRAMERICA

Pramerica provides a range of integrated business and technology services to its parent company, Prudential Financial, Inc., one of the world's largest financial services institutions. We partner with Prudential in their mission to solve the financial challenges of our changing world and we use industry leading techniques, tools and processes to do so. Our aim is to enhance business performance by bringing forward strategic, innovative and cost-effective solutions.

Nurturing our talent is at the heart of how we operate. We work hard to foster a diverse and inclusive work environment and workplace wellness is one of our top priorities. Situated in scenic Donegal, recently named one of the Coolest Places on the Planet by National Geographic, our workforce benefit from a vibrant culture both in and out of the office.

 pramerica.ie/

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.

Our work supports public confidence in the quality of education and training, promotes trust in the National Framework of Qualifications and drives a culture of continuous improvement by education and training providers. We are committed to working enthusiastically and purposefully towards a vision of Ireland that offers extensive high-quality education and training opportunities, enabling learners to fulfil their potential by achieving qualifications that are valued nationally and internationally.

 qqi.ie/

REYNAERS ALUMINIUM

Reynaers Aluminium is a leading European specialist in the development and marketing of innovative and sustainable aluminium solutions for doors, windows, curtain walls, sliding systems, sun screening and conservatories, driven by energy-efficiency and a willingness to take responsibility for the environment.

Reynaers Aluminium was founded in 1965 and is part of the wider Reynaers Group, employing over 2,300 people in 40 countries worldwide. Headquartered in Duffel, Belgium, Reynaers established an Irish operation in Enniscorthy, Co. Wexford over 35 years ago. The company recently completed an extensive renovation and expansion of its Irish facility, with a workforce of 70 people supplying and distributing its aluminium systems, as well as manufacturing finished elements and producing components for supply to the wider Reynaers Group.

People Commitment is one of the 5 pillars of Reynaers' CSR strategy which underpins corporate decision making. Just some of the benefits that Reynaers Ireland employees have access to include: employee assistance programme (EAP), dietary and wellbeing programme including health screening, subsidised Sports & Social Club, mental health training and various health and wellbeing workshops.

 reynaers.ie/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

RIGHT AT HOME

Right at Home is one of Ireland's leading providers of home care, providing support for seniors and adults with disabilities in the comfort of a familiar environment. Located and servicing Dublin, Galway, Cork, Kildare, Wicklow, Mayo and Roscommon, Right at Home offers home care services for almost any family and practically any situation through their personalised care plans.

Established in Ireland in 2013, Right at Home is a nurse lead team of experienced social care and community caregivers and an advisory group of clinical professionals.

Right at Home offers significant assistance and support to help their carers develop their professional career in a way that interests and stimulates them. To support staff, they also run a number of wellbeing initiatives and events throughout the year.

 rightathome.ie/

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, commercial, finance and business operations, healthcare innovation, licence to operate, medical and people and culture. 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 Irish Lung Fibrosis Association, the Marie Keating Foundation and MS Ireland.

As a global pioneer in pharmaceuticals and diagnostics, Roche has spent more than €3 million since 2014 supporting Irish clinical trials, seeking to find new ways to help people live longer, healthier lives. In the last seven years, Roche has brought 13 new molecules across 21 indications medicines to patients in Ireland. Roche continues to work with Irish health authorities to give Irish patients the best possible access to new and innovative medicines. Roche is also the number one supplier of hospital medicines in 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.

You can keep up to date with Roche's activities and news in Ireland by following @RocheIrl on twitter.

 roche.ie/

RONAN DALY JERMYN

Ronan Daly Jermyn (RDJ) is one of Ireland's top 10 full-service law firms. With offices in Cork, Dublin, Galway and London, the firm employs over 250 people. From multi-nationals to scaling and established Irish companies operating in international markets, higher education institutions, financial institutions, leading insurance companies and the public sector, RDJ's clients lead and innovate in their field of endeavour, in Ireland and across the globe.

The firm has dedicated teams across corporate, finance, employment, property, tax, litigation and data protection, all of whom work together to help clients accelerate opportunities, minimise risk and achieve their short and long-term goals.

RDJ is highly regarded for its commercial approach to the delivery of legal services. The team invest time and resources getting to know their clients' business and industry; understanding that they are not just legal partners, but connectors, business advisors, problem solvers, and a first port of call when clients need trusted advice on strategic issues.

With strong values around diversity, employee engagement and service delivery, RDJ has been recognised with Ibec's workplace accreditation, the KeepWell Mark; the Irish Centre for Diversity's Investors in Diversity Bronze Standard; and is certified for ISO 27001, the recognised international standard for information security management. RDJ has also been named as a leading firm in Chambers Europe, Chambers Global and The Legal 500.

 rdj.ie/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

SAINT JOHN OF GOD HOSPITAL

Saint John of God Hospital, Stillorgan is an independent acute psychiatric teaching hospital with 182 in-patient beds and one of the leading European providers in mental health treatment and care.

In addition to a range of outpatient services, which include psychiatry, psychology, WRAP (the Wellness Recovery Action Plan) and the Stress Clinic located in Dublin, the Hospital currently provides specialist services in Addictions, Psychosis, Eating Disorders, Psychiatry of Later Life and Adolescent services.

The Hospital is affiliated with University College Dublin, Trinity College Dublin, Dublin City University, the University of Limerick for undergraduate and postgraduate healthcare professional programmes, the Royal College of Surgeons in Ireland and the College of Psychiatrists of Ireland.

The hospital also supports the delivery of Mental Health First Aid and its research in Ireland. Mental Health First Aid is a skills-based training programme and is the initial help given to someone who is developing a mental health problem or who is experiencing a mental health crisis.

 stjohnofgodhospital.ie/

SANDVIK

Sandvik AB is a global, high-tech engineering business, headquartered in Sweden, with approximately 37,000 employees and sales in more than 160 countries. The Group has a strong focus on enhancing customer productivity and sustainability across many industry segments.

Sandvik Mining & Construction Logistics Ltd (company) is a subsidiary of Sandvik AB. The company provides logistic services supporting the global distribution of rock tools and aftermarket spare parts for equipment used in the mining industry and in rock excavation within the construction industry. The company supports customers in over 50 countries across the globe through its logistics offering and it also operates a service centre that supports customers in the mining and construction sectors in Ireland.

As a truly global company with representation in more than 160 countries, we respect the impact of our business activities and always work to enhance their economic, social and environmental impact. We honor our social and environmental responsibility and strive for long-term sustainable development. We believe that sustainable business practices not only help foster a better future; they also translate to better productivity and efficiency. From operations to logistics, we strive to be a leading sustainability partner for our customers and to help them achieve more sustainable business practices.

The Sandvik Code of Conduct is a cornerstone for our company. The company places great emphasis on its core values of Customer Focus, Innovation, Fair Play and Passion to Win. These core values represent the culture of the company and they guide us in our actions and daily business decisions. Sandvik AB places strong focus on sustainability and has set clear targets in four areas for achievement by 2030.

 home.sandvik/en/

SANOFI

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions. With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe. In Waterford, our team of more than 700 professionals work at a state-of-the-art biopharma and medical devices campus from where products are supplied to patients worldwide.

 sanofi.com/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

SERVIER (IRELAND) INDUSTRIES LTD

Located on a magnificent 60 acres just outside Arklow, Co. Wicklow, Servier (Ireland) Industries Ltd. was established in 1989 with just 12 staff. Our beautiful architecturally designed pharmaceutical manufacturing plant is now home to approximately 450 staff and is the second largest site in the Servier Group network.

Focusing on five therapeutic areas - oncology, cardiovascular diseases, metabolism, immune-inflammatory diseases, neuropsychiatric diseases - we export to over 100 countries and are committed to providing patients with quality medicines.

People are what make our business - our patients and our team. We are focused on communication and engagement; always striving to do better for the well-being of our business, our patients and our employees. We have Excellence Through People certification from the NSAI.

We embrace our responsibility to the environment. We hold ISO standards for Environmental, Safety and Energy Management and are a zero waste to landfill site – quite an achievement and one we work hard to maintain.

We have introduced several projects, involving and benefiting local schools and charities. Our 'Promise to Plant' programme has seen us plant 10,000 native Irish trees on our site over the last 10 years and we are home to a diverse range of wildlife including 400,000 Irish bees introduced in 2017.

In 2021 Servier Arklow is focused on the start of a five year project which will take our business into new and exciting directions, providing opportunities to staff and benefits to our patients, whilst we will also develop a new and ambitious CSR strategy to challenge ourselves to go further. #TeamServier

 servier.ie/

SKY IRELAND

Sky is Europe's leading media and entertainment company and is proud to be part of the Comcast group. Across six countries, we connect our 24 million customers to the best entertainment, sports, news, arts and to our own award-winning original content.

Our technology, including the market leading Sky Q, connects people to everything they love in one place, easy. Our streaming service, NOW brings viewers all the enjoyment of Sky with the flexibility of a contract-free service.

We believe that we can be a force for good in the communities in which we operate. We're committed to being Europe's first net zero carbon entertainment company by 2030 and we're proud to be a Principal Partner and Media Partner of COP26. We take pride in our approach to diversity and inclusion: we've been recognised by The Times and Stonewall for our commitment to diversity and we've set ambitious 2025 targets to continue to increase diversity and representation. . Sky employs approximately 1000 people in Ireland across a range of areas, including marketing, finance and customer service.

 sky.com/ie

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. It works to provide the highest quality mental healthcare, to promote mental wellbeing and mental health awareness, 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 cutting-edge of new initiatives and advances in the field.

 stpatricks.ie/

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

ST. VINCENT'S 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

The hospital has 236 inpatient beds, 31 general and 23 oncology day care beds, 12 consulting suites, operating theatres for major and minor Surgery, Endoscopy, Radiotherapy, Cardiology and Diagnostic Imaging facilities which includes General Radiography, CT Scanning, Interventional Radiology, Mammography, Ultrasound and Magnetic Resonance Imaging (MRI).

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.

 stvincents.ie/about-us/our-values/

TALLAGHT UNIVERSITY HOSPITAL

Tallaght University Hospital (TUH) is one of Ireland's largest acute teaching hospitals, adult, psychiatric and age-related healthcare on one site. The Hospital has over 3,000 staff with over 40 different nationalities represented on the TUH team and is an exciting and dynamic place to work.

TUH 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 and a regional orthopaedic trauma centre. The Hospital is one of the two main teaching hospitals of Trinity College Dublin with exciting plans to enhance patient care. The Hospital is a firm believer in investing in their team and offering excellent education and research opportunities. From a teaching perspective it specialises in the training and professional development of staff in areas such as nursing, health and social care professionals, emergency medicine and surgery. TUH is part of the Dublin Midlands Hospital Group which serves a population of over 1.2 million across seven counties.

 tuh.ie/

TAYTO SNACKS

Tayto Snacks, recently certified a Great Place to Work and one of Ireland's Best Workplaces, 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 330 colleagues based primarily at our production site in Ashbourne Co. Meath.

 taytosnacks.ie/

TEVA

Teva Pharmaceuticals has been developing and producing medicines to help improve people's lives for more than a century. We are committed to being a global leader in generic and specialty medicines with a portfolio of 3,500 products in nearly every therapeutic area. Around 200 million people around the world take a Teva medicine every day. They are served by one of the largest and most complex supply chains in the pharmaceutical industry. Along with our established presence in generics, we have significant innovative research and operations supporting our growing portfolio of specialty and biopharmaceutical products.

 tevapharm.com

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

THE BRIGHTWATER GROUP

Established in Ireland in 1998, The Brightwater Group has offices in Dublin and Cork and employs over 45 staff. The award-winning recruitment specialists recruit for a wide variety of professional disciplines across Executive, Professional Services, Technical Services and Support Services on behalf of national and international companies on a permanent, temporary and contract basis. Believing that their candidate of today is their client of tomorrow, the Group prides itself on having a consultative approach with both employers and job seekers. They provide niche and volume recruitment services as well as offering benchmarking including salary surveys and now executive coaching and mentoring through its acquisition of a business mentoring arm.

A passion for excellence and quality service permeates the entire company from the newest staff member to board level. Known for their commitment to employee wellbeing, the company offers staff physical and mental health supports along with an array of benefits that include a number of self-development and well-being initiatives. They also recognise that professional development is key to nurturing employee engagement and support their consultants through further education and professional qualifications.

The Brightwater Group's Mission Statement: We will consistently and conscientiously strive to make our customers the focus of our attention, to understand their needs, to meet their expectations and to provide them with full value through professional, personal service.

 brightwater.ie/

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 annual wellbeing programme focuses on the three wellness pillars of mind, body and life, representing the holistic nature of wellbeing and promoting good physical, mental and emotional health. Throughout the past year in our response to the pandemic, we have sought to take a people first approach – to show care to our people by recognising and supporting them deal with the challenges they face and providing clarity so we each know what to expect, and what is expected from us at this time. We developed and continue to develop various supports and guidelines for our colleagues and people managers to help them through this very challenging time, not just in relation to our work but also in our personal lives as well.

We are committed to the health, safety and wellbeing of our people and are delighted to be part of the KeepWell Initiative receiving re-accreditation in 2020.

 centralbank.ie/

THE CONVENTION CENTRE DUBLIN

The Convention Centre Dublin (The CCD) is Ireland's first purpose-built international conference centre, located 15 minutes from Dublin Airport and situated in the heart of Dublin's docklands.

After celebrating its ten-year anniversary last year, The CCD has hosted over 1,950 events and welcomed over 1.3m visitors. It is the second venue in the world to be awarded a silver status by the World Obesity Federation's Healthy Venues Award programme.

To date, The CCD has won 50 industry awards including, the Green Tourism and Entertainment Award 2020 and Europe's Leading Meetings & Conference Centre 2020. The CCD continues to position Ireland on the world stage for international conferences, congresses and events, while maintaining a customer satisfaction rate ranking constantly above 98%.

The health and wellbeing of staff, contractors, clients, and delegates at The CCD is crucial to the venue's success, and several initiatives are in place to ensure positive health and wellbeing.

 theccd.ie/about-us/our-awards

Leading in Wellbeing

Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

THE ENVIRONMENTAL PROTECTION AGENCY

The EPA is responsible for protecting and improving the environment as a valuable asset for the people of Ireland. We are committed to protecting people and the environment from the harmful effects of radiation and pollution.

Likewise, we are committed to improving our workplace wellbeing practices for all our employees and for this reason the EPA applied for and were awarded the 'The KeepWell Mark' accreditation. This evidence-based accreditation, with health and wellbeing standards, allows the EPA to benchmark against other organisations and maintain the standards, through the promotion of health and wellbeing in our workplace, which will ultimately help our employees realise their full potential.



THE HEALTH PRODUCTS REGULATORY AUTHORITY (HPRA)

We are the Health Products Regulatory Authority (HPRA) and our role is to protect and enhance public and animal health by regulating medicines, medical devices and other health products. It is also our role to monitor the safety of cosmetics.

We are a state agency that puts the health of people and animals at the core of everything we do. 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.

Formerly known as Irish Medicines Board (IMB), we became the HPRA in July 2014. Our new name better reflects our broader remit and regulatory functions which have expanded over a number of years to include:

- Human medicines
- Veterinary medicines
- Clinical trials
- Medical devices
- Controlled drugs
- Blood and blood components
- Tissues and cells
- Cosmetic products
- The protection of animals used for scientific purposes
- Organs intended for transplantation

The HPRA functions matrix outlines all of our key functions for each of the products / areas we regulate. Additionally, the video below provides an overview of our work.



THE IRISH AVIATION AUTHORITY

The Irish Aviation Authority (IAA) is a commercial semi-state company employing over 700 people at six locations around Ireland. The IAA has two main functions: the regulation of the civil aviation industry in Ireland and the provision of air traffic management and related services in Irish controlled airspace.

The IAA is currently undergoing a process of structural change. Air navigation service provision (including air traffic control) will be separated out as a stand-alone entity, and the Commission for Aviation Regulation will be merged with the IAA. Peter Kearney will continue as CEO of the Air Navigation Service Provider, and Diarmuid Ó Conghaile has been appointed Aviation Regulator / CEO of the reconstituted IAA, which will be the overall sectoral regulator with responsibility for safety and security, as well as the economic regulation (incl. Dublin Airport charges), consumer protection and licensing / supervision of the travel trade.



THE IRISH MUSIC RIGHTS ORGANISATION (IMRO)

IMRO administers the performing right in copyright music in on behalf of its members (songwriters, composers, and music publishers) and on behalf of members of the international overseas societies that are affiliated to it. IMRO's core function is to collect and distribute royalties

Leading in Wellbeing
Top 100 Companies
2021



The Leading in Wellbeing – Top 100 Companies 2021 index recognises companies leading the way in workplace wellbeing in their commitment to instilling a best practice approach to wellbeing and creating a lasting impact on their employees and on the business community.

#workplacewellbeing100

arising from the public performance of copyright works. With a global scope, we represent creators along the chain of creation. At IMRO, we are committed to creators. We stand up for music and the people who make it and perform it. A community for creators, we listen, advocate, educate, invest, and engage to shape a culture of musical worth. We help music creators to adapt to change and receive full and fair return for their work.



THE NATIONAL TREASURY MANAGEMENT AGENCY (NTMA)

The NTMA is a State body which operates with a commercial remit to provide asset and liability management services to Government. It has evolved from a single function agency managing the National Debt to a manager of a complex portfolio of public assets and liabilities.

Businesses managed by the NTMA include:

- borrowing for the Exchequer and management of the National Debt;
 - the State Claims Agency;
 - NewERA;
 - the Ireland Strategic Investment Fund; and
 - the National Development Finance Agency.
- The NTMA also provides staff and business support services to:
- the National Asset Management Agency;
 - the Strategic Banking Corporation of Ireland; and
 - Home Building Finance Ireland.



THE ROYAL COLLEGE OF SURGEONS IN IRELAND (RCSI)

RCSI University of Medicine and Health Sciences has been at the forefront of educating healthcare professionals since 1784 when we were granted the authority and responsibility to set and support professional standards for surgical training and practice in Ireland, a responsibility that remains central to the College to this day. This proud surgical heritage remains at the core of RCSI's mission 'to educate, nurture and discover for the benefit of human health'.

Located in the heart of Dublin with four international campuses, students from more than 60 countries worldwide and a network of alumni spanning 97 countries, we have a global reach that informs a global perspective on how we train our future clinical professionals. As an independent, not-for-profit institution, we chart our own course in service of excellence in human health.

Ranked number one globally for Good Health and Well-being in the Times Higher Education (THE) University Impact Rankings 2020, RCSI is among the top 250 universities worldwide in THE World University Rankings (2020) and our research is ranked first in Ireland for field weighted citations.



TRANSDEV

Transdev is a leading public transport company, delivering high quality transportation services around the world. Our teams use our wealth of local knowledge and international experience to bring public transport services to the heart of communities. Because moving is essential to meet, work... or simply to live, our purpose is to empower freedom to move everyday thanks to safe, reliable and innovative solutions that serve the common good. We are actively involved in the energy transition and bridging the social divide. We connect and reconnect people & communities, the rural to the urban, providing solutions tailored to the needs of our customers and passengers. We share and act for the collective, to contribute to the well-being of society and to create opportunities and progress. We care about people and the environment, in order to achieve reliable and sustainable mobility. We dare to take up challenges and step out of our comfort zone to always offer the best solutions and innovations in response to tomorrow's challenges. We are proud to make 11 million people travel daily across 5 continents. We are people serving people. And mobility is what we do.



**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

UNUM IRELAND

Unum Ireland serves as a Centre of Excellence for strategic software development and services centre. We play a vital part in developing critical business applications at scale.

We are ambitious and you should be too. We want talented people that are willing to go that extra mile. You will be challenged and in return we provide you with the best tools and leading technologies available, an industry competitive salary, health insurance for you and your family, a pension among other benefits.

At Unum Ireland, there is culture of openness, honesty and respect. We are one of the very few Fortune 500 companies with a base in Ireland located outside of Dublin. This allows the added advantage to our staff of having a competitive Dublin salary with the much lower cost of living in Carlow.

Another advantage of working in our Carlow base is the ease of commute. New hires always remark that the commute time rarely fluctuates so they know how long the journey is going to take them unlike previous work commutes in large urban areas like Dublin or Cork.

Following the latest House price report from [Daft.ie](https://www.daft.ie) the average house price in county Carlow is half of the average house price in county Dublin making it a great destination for those looking to make the big purchase.

Lastly, Unum encourages employee participation in local charity work and regularly donates to local charities. The latest charities to benefit are St Clare's Food Kitchen, Eist, An Gairdin Beo, Charlie Curran Race, Carlow Volunteer Centre, Christmas Rotary Tree & Carlow Order of Malta.

 unumjobs.ie

WILLIAM FRY

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, Competition & Regulation, Tax, Projects & Construction, Employment & Benefits and Technology.

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

Achieving results for clients is our priority. Continued investment in people and technology help us provide practical and prompt solutions.

 williamfry.com/

WRIGHT MEDICAL GROUP

Wright Medical Group N.V. is a global medical device company focused on Extremities and Biologics. We deliver innovative, value-added solutions improving quality of life for patients worldwide. Our Manufacturing site in Cork, with over 200 employees, is one of the three main Manufacturing sites for Wright Medical and is focused on the manufacturing of upper extremities products (shoulders and elbows).

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 more responsive over time.

Since achieving the KeepWell Mark, we continue to learn how to encourage and support the Wellbeing of every employee. Our Wellbeing strategy was revised in response to the Covid-19 pandemic, with many of our colleagues working remotely and using virtual communications. As

**Leading in
Wellbeing**

**Top 100 Companies
2021**



**The Leading in
Wellbeing – Top
100 Companies
2021 index
recognises
companies
leading the way
in workplace
wellbeing in their
commitment
to instilling a
best practice
approach to
wellbeing and
creating a lasting
impact on their
employees and
on the business
community.**

#workplacewellbeing100

an employer, Wright Medical does not take Wellbeing for granted, and as the recipient of the KeepWell Mark for the first time this year, we remain committed to supporting and promoting the Wellbeing of all our employees.

 wright.com/

XTRATHERM

At Xtratherm, our greatest resource is our people. Each team member is key in the promotion and implementation of our initiatives to improve sustainability in the Xtratherm operation. We identify and foster talent within the business through personal development programmes, offering apprenticeship in all aspects of operations, production and administration which have fostered strong team ethos with many employees having service for over 20 years.

Our full team are dedicated to getting quality insulation manufactured and delivered to the satisfaction of our customers. There are always demands on our time, skills and talents, but at Xtratherm we firmly believe that happier, healthier staff are more productive and able to cope better working in a highly competitive industry such as ours.

We are delighted to receive the The KeepWell Mark™.

 xtratherm.ie/

ZEUS INDUSTRIAL PRODUCTS (IRELAND) LTD

Zeus Industrial Products (Ireland) Ltd. was established in Letterkenny, Co. Donegal in 2006 as the only manufacturing plant in the Zeus network outside of the U.S. Since then, we have grown to a site of 200+ dedicated team members. Combining both production and sales, the Letterkenny facility seamlessly ensures a focus and commitment to providing exceptional customer service throughout the EMEA and APAC regions and is proud to be certified to three quality standards – ISO 9001: 2015, AS9100D (aerospace), and TS16949 (automotive).

As a global leader in material science and the production of high-performance polymer tubing, Zeus were among the first polymer solutions providers to work in the arena of minimally invasive techniques for revolutionary procedures involving catheterization. Today Zeus products can be found in diverse applications across a range of sectors, including medical devices, aerospace, automotive, energy, fluid management, and fibre optics.

Company founder, the late Frank P. Tourville, Sr., set the vision for Zeus from its earliest days in 1966 to do it better. Through his personal drive and his business philosophy and acumen, Mr. Tourville transformed Zeus into a global leader in advanced polymer solutions. Throughout Zeus' often rapid growth, a commitment remains to enhancing lives with our products and for the people working with and at Zeus.

Central to our founder's philosophy is our E.P.I.C. values: Excellence, People, Integrity, and Creativity, and the attainment of the IBEC KeepWell marks a significant achievement in our ongoing commitment to our team members' wellbeing.

 zeusinc.com/