



Business
& Finance

Leading in Wellbeing

Top 100 Companies
2024

[#workplacewellbeing100](#)

Recognising companies leading the way
in workplace wellbeing

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.ie

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

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

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

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

Ours is a people centred culture in a digital age.



AirNav Ireland

AirNav Ireland provides air traffic management services including: Air Traffic Control, Aeronautical Information and North Atlantic Communications.



Aldi

Today, ALDI stands as one of the world's most successful retailers, voted as the most reputable supermarket in Ireland by Irish shoppers according to the 2023 RepTrak Ireland Report. ALDI was also voted as the most sustainable supermarket in Ireland according to the Ireland RepTrak® Sustainability Index 2023. We employ almost 4,700 people in Ireland across our network of 161 stores, two Regional Distribution Centres and National Office.

We spent €1.1b with Irish suppliers in 2023 and now work with over 330 Irish food and drink producers. In addition to this, ALDI has invested more than €10 million in its Grow with ALDI supplier development programme since 2018, which provides an opportunity to Irish food and drink companies to gain a listing in ALDI's 161 stores. We take great pride in working together with our local suppliers to bring quality, affordable products to our customers.

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

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



Alexion

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

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

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Alkermes

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



ASL Aviation Holdings

ASL Aviation Holdings, a global aviation services company with eight airlines based in Europe, South Africa and Asia, is a world leader in ACMI airline operations and both scheduled and charter cargo and passenger services.

Headquartered in Dublin, Ireland, ASL's airlines include ASL Airlines Ireland, ASL Airlines Belgium, ASL Airlines France and ASL Airlines United Kingdom in Europe.

ASL's airlines all have a strong DEI (Diversity, Equity and Inclusion) programme as part of the Group's ESG policy and commitment. ASL has also signed-up to IATA's 25by2025 programme, promoting an increase in female executives in aviation.

ASL Aviation Holdings airlines operate cargo services for the world's leading express parcel integrators and online retailers. Group airlines also operate scheduled and charter cargo services under its own airline brands on domestic, international, and intercontinental routes in Europe, Asia, the Middle East, North America and Africa.

ASL has a global team of 3,000 people of 51 nationalities. The Group has a fleet of 160 aircraft that includes 9 aircraft types ranging from the turbo-prop ATR 72 to the Boeing 747.

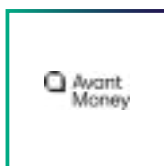


Astellas

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

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

Astellas Ireland Co., Ltd. has manufacturing plants in Kerry & Dublin which are part of the Astellas pharmaceutical group, a trans-global pharmaceutical company resulting from the merger of Yamanouchi and Fujisawa in April 2005. Our parent, Astellas Pharma Inc., is the second largest pharmaceutical company in Japan.



Avant Money

Avant Money is based across two sites in Carrick on Shannon, Co Leitrim and Sandyford, Dublin and is a consumer finance lender that has been serving Irish consumers for over twenty-five years, specialising in credit cards, personal loans and mortgages.

At Avant Money, our people are our greatest asset, we place a great importance on health and wellbeing, by creating a psychologically safe environment and incorporating best practices where individuals can be themselves, treated fairly, and be supported to achieve their full potential.

We are proud to be the first financial services company in Ireland to receive Ibec's KeepWell Mark in 2018.



BioMarin

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

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

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Blackrock Health Group

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

Blackrock Health is a thriving environment that offers growth, opportunity, and career progression. Surrounded by experts in their fields in state-of-the-art facilities, Blackrock Health offers the chance to work with cutting-edge technology and medical advances – alongside highly professional and knowledgeable medical professionals. Committed to success, the aim is to foster a supportive and friendly atmosphere.

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



Bon Secours Health System

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



Bord Gáis Energy

Bord Gáis Energy is one of Ireland's leading energy supply and services providers, we have been serving Irish families and businesses for almost 50 years.

Today, as an integrated energy company, Bord Gáis Energy is playing a leading role in Ireland's energy transition, committed to achieving net zero by 2045 and helping our 700,000 customers reach net zero by 2050.

We are doing this by investing in and developing net zero energy solutions across three core pillars: infrastructure; trading and retail.

In July 2014 we became part of the global Centrica plc Group. Centrica is active in the energy chain – from sourcing energy to saving it – and this helps us operate more efficiently. You can find out more about our parent company Centrica at www.centrica.com.

Together we are energising a greener, fairer future.



Bord na Móna

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

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



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 6,500 people across three facilities, located in Galway, Clonmel and Cork.

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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.



Bus Éireann

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

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



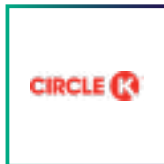
Carelon

Carelon Global Solutions Ireland is helping transform healthcare by building cutting edge platforms and tools to identify individual and wider public health interventions – so that people live healthier and longer lives – as well as identify efficiency gains in healthcare provision.

Ireland, located on the western edge of Europe, is the epicentre of our natural language processing and artificial intelligence innovations. Our team builds and deploys solutions that accelerate claims processing and enhance customer service so healthcare providers can focus on patient care. Our associates include software developers, data scientists, systems analysts, and product managers, all united to improve healthcare operations.

We launched our Innovation Centre in Ireland – one of Europe's leading healthcare R&D centres – in 2021 with 60 posts and our team of innovators there has since more than quadrupled. Diversity is the soul of innovation and, to that end, our team of 250 people in Ireland is drawn from 32 different nationalities.

Our Ireland headquarters are located at the National Technology Park in Limerick on Ireland's west coast. The National Technology Park is home to 80 organisations including some of the world's best-known med-tech brands.



Circle K Ireland

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

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

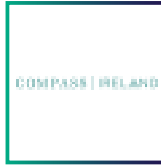
With over 420 service stations and convenience retail locations, Circle K is firmly established across the island of Ireland, providing support to both rural and urban communities. Circle K makes a difference in every community it operates in, offering employment opportunities, the provision of essential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

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Compass Group Ireland

Compass Group Ireland are the people behind the most dynamic and rewarding food experiences

in the country, with contract catering solutions built on much more than just food. They are powerful

partnerships, rooted in trust, and delivered by people who care.

Their mission is to make great-tasting food work for Ireland's greatest businesses, and that's exactly what they achieve for every client, every day.

Compass Group Ireland achieved the Ibec KeepWell Mark accreditation in October 2022 demonstrating their dedication and commitment to employee health and wellbeing.



Córás Iompair Éireann (CIÉ)

Córás Iompair Éireann (CIÉ) acts as a 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 2023 of €403m and current staff numbers of approximately 2,650. The Council delivers a broad and diverse range of services, including Roads, Motor Taxation, Housing, Planning, Environmental Services, Economic Development,

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

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



Crowleys DFK

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

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

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

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

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Dalata Hotel Group

Dalata Hotel Group was founded in August 2007 and listed as a PLC in March 2014.

Delivering the kind of memorable hospitality we're known for has made Dalata Ireland's largest hotel operator, with a fast-growing presence in the UK and continental Europe.

We bring our special touch to 53 hotels, welcoming guests to over 11,000 rooms and with plans underway for another 1,548 in the coming months and years. Dalata's commitment to being the heart of hospitality has created Ireland's largest hotel brands, Clayton Hotels and

Maldron Hotels.

Ours is a culture of integrity, fairness and inclusion. We're a company where people can flourish and have the opportunity to develop their talents, be recognised and rewarded and pursue a fulfilling career.

We strive for success, are enthusiastic about what we do, and take responsibility for doing things right.

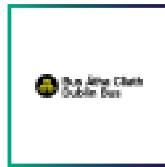


DeCare

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

offer dental and vision insurance plans to suit various budgets, emphasising regular dental visits and eye health detection. DeCare's wellness programs further contribute to overall health and wellbeing.

For more information please visit www.decare.ie



Dublin Bus (Bus Átha Cliath)

Bus Átha Cliath is the largest public transport provider in Ireland. In 2023 we delivered approximately 146.6 million customer journeys across Dublin's bus network. We have a fleet of over 1,000 buses, including ten 24-hour routes and thirteen Nitelinks. We employed an average 3,940 people in 2023, 3,039 of which were bus drivers. Our employees represent 85 different countries. As Ireland's largest public transport provider, our purpose is to deliver high quality public transport services which meet the needs of customers, support the economic growth of our city, and also meet our social and environmental aspirations which

are representative of a progressive European capital city. We embrace and respect diversity among our employees and are committed to providing a fulfilling employment experience. We cherish our ability to connect communities and help people to fully participate in society. Our employees and customers are embedded in the community and our values reflect this.



Dublin Simon Community

Dublin Simon Community provides services to more than 6,000 people in Dublin, Kildare, Wicklow and Meath, Louth, Cavan, Monaghan, who are homeless or at risk of homelessness. Services range from outreach support for people who are rough sleeping, emergency accommodation, treatment, counselling & recovery services for people experiencing addiction issues, long-term supported accommodation, independent housing units, tenancy support & homelessness prevention services, resettlement services for people moving out of homelessness and into a home of their own and education & employability services.

With almost 500 full-time employees, volunteer programmes, student placements, and Community Employment projects the organisation strongly believes that their staff are their greatest strength and asset.

The organisation has the strategic aim of "ensuring the workplace supports staff wellbeing so that they can feel and perform at their best while doing life-changing work that brings the organisational mission, values, and strategic plan to life".



EJ

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

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Elavon

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

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

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

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



Electricity Supply Board (ESB)

Electricity Supply Board (ESB) was established in 1927 as a statutory corporation in the Republic of Ireland under the Electricity (Supply) Act 1927. With a holding of 95%, ESB is majority owned by the Irish Government with the remaining 5% held by the trustees of an Employee Share Ownership Plan. As a strong, diversified, vertically integrated utility, ESB operates right across the electricity market: from generation, through transmission and distribution to supply. In addition, ESB extracts further value at certain points along this chain: supplying gas, using our networks to carry fibre for telecommunications, developing electric vehicle public charging infrastructure and more.

ESB is a leading Irish utility focused on providing excellent customer service and maintaining our financial strength. We have a regulated asset base of approximately €9 billion with 43% of electricity generation capacity in the all-island market. We currently supply electricity to approximately 1.4 million customers throughout the island of Ireland.

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



Element Six (e6)

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

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

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



Exyte Northern Europe Limited

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



FEXCO

Fexco started as a Foreign Exchange business in 1981. Over the years, as regulations, customer needs and technologies changed, Fexco has continued to evolve and has expanded across the globe. New businesses and, in some cases, new industries have been created by Fexco, using technology to solve problems in the payments sector across cash, card and digital channels.

Today, Fexco uses proprietary technology and digital platforms to deliver better and faster solutions for partners and customers, particularly in payments, business services and sustainability related industries. Fexco processes over \$34bn in transactions annually, employing more than 2,600 people over 29 countries, with the largest percentage employed in Killorglin, Co. Kerry.

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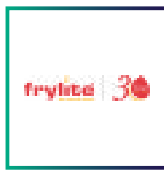


Freudenberg Medical

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

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

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



Frylite

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 multinational 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 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 groundbreaking 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.



Galway & 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. GRET B 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 Gaelige is an essential element of GRET B'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.



GE Healthcare Ireland

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

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

at the right time.

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

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Gilead Sciences

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. Since opening its first office in Ireland in 1999, Gilead's footprint has grown to include four sites employing some 550 people – its biggest presence in the EU. To date, Gilead's capital investment in Ireland has amounted to €250 million and at the heart of this presence is the global manufacturing facility in Carrigtwohill, County Cork, which is responsible for 25% of the company's global solid oral drug production. Most recently, a new Dublin office is home to a Global Development organisation focussed specifically on the management of the company's paediatric clinical programmes.



Glenveagh

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



Health Products Regulatory Authority (HPRA)

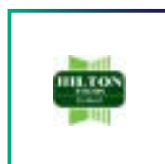
We are the Health Products Regulatory Authority (HPRA), and we regulate medicines and devices for the benefit of people and animals. We are committed to excellence in health product regulation through science, collaboration and innovation. Our remit and regulatory functions include human and veterinary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

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



HEAnet & EduCampus

HEAnet CLG, Ireland's National Education and Research Network, was incorporated in November 1997 and provides Internet connectivity and associated ICT services to education and research organisations throughout Ireland, including all primary and post-primary schools. HEAnet's vision is enabling Ireland's digital ambition and its mission is delivering common, repeatable, shareable solutions for all of education. EduCampus Services was set up in April 2015 by the Higher Education Authority as a subsidiary company of HEAnet CLG. EduCampus' vision is to empower higher education through quality IT shared services. It is an education sector shared service that provides business critical ICT application services and Management Information Systems (MIS) systems to the Higher Education and Research sectors in Ireland. Together, HEAnet and EduCampus form the HEAnet Group.



Hilton Foods

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

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

Leading in Wellbeing

Top 100 Companies 2024

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Horse Racing Ireland (HRI)

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

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



Iarnród Éireann Irish Rail (IÉ)

Iarnród Éireann Irish Rail (IÉ) is Ireland's national railway company and is a subsidiary of Córas Iompair Éireann (CIÉ), the publicly owned transport company of Ireland, along with sister companies Bus Éireann and Dublin Bus. IÉ's role is to provide rail transport in the State of Ireland and to/from Belfast in partnership with Translink. The rail services provided are Intercity, Commuter, DART (Dublin Area Rapid Transit), inter-regional and freight with the Company also operating Rosslare Europort. IÉ has an ambitious vision for 'rail as the backbone of a sustainable transport system for Ireland'. A key objective of the strategy, Rail 2050, is cultivating

a workforce that is not only diverse but also prioritises health, wellbeing, and inclusivity. Recently achieving the Keep Well Mark accreditation is moving us forward on this pathway.



Indaver

Indaver leads the field in sustainable waste management in Europe. Our trademark is delivering high-quality, cost-effective services in the municipal, industrial and specialist hazardous waste markets. We offer Total Waste Management and Waste-to-Energy solutions. Our Waste-to-energy facility in Meath produces electricity to power more than 22,000 homes annually. A new waste-to-energy (WtE) facility is currently under construction in Aberdeen, while work continues to develop other WtE facilities in Ireland and the UK. Our Total waste management is a critical service to the BioPharmChem industry in the region, where we work in partnership

with the main players in this field. We take a long-term view, which is why sustainability is at the core of our business and most importantly our company culture. This sustainability culture applies to the care taken with our employees in order to provide them with a more sustainable future.



Inland Fisheries Ireland

Inland Fisheries Ireland is a statutory body operating under the aegis of the Department of Environment, Climate and Communication (DECC) and was established under the Fisheries Act on 1st July 2010. Its principal function is the protection and conservation of the inland fisheries resource.

Inland Fisheries Ireland promotes, supports, facilitates and advises the Minister on the conservation, protection, management, development and improvement of inland fisheries, including sea angling. Inland Fisheries Ireland also develops policy and national strategies relating to inland fisheries and sea angling and advises the Minister on same.



Institute of Art, Design + Technology Dun Laoghaire

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

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

IADT is uniquely positioned in terms of our courses and research. We are mission-focused and hold a distinct position in Ireland as an Institute of Art, Design + Technology, leading in courses for the technological and the creative and cultural industries. interdisciplinary environment drawing on our strengths in visual arts, media arts, enterprise, technology and human factors.

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

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Irish Country Meats

Irish Country Meats is Europe's leading lamb processor with a reputation for product quality and innovation in all the markets we serve. With modern production facilities in Camolin, Co. Wexford, Navan, Co. Meath and Liège, Belgium we have a market reach covering Europe and further afield.

Currently servicing over 30 markets worldwide, the company works in close partnership with our customer base to deliver unrivalled expertise in direct livestock procurement, quality lamb production, cold chain management, processing efficiency and after-sales service.

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

We produce and market a full range of sheepmeat products from traditional carcasse 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.



Irish Wheelchair Association

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

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



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. 1,900 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.



Law Society of Ireland

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

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

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

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Mallinckrodt Pharmaceuticals Ireland Ltd

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

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



ManpowerGroup Ireland

ManpowerGroup Global, 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 world's 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.



Merit Medical

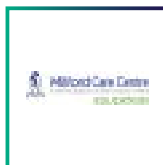
As a global employer, Merit Medical provides immense opportunities to improve the wellbeing of employees around the world. In 2019, the position of Chief Wellness Officer (CWO) was added to our C-Suite. As CWO, Nicole Priest, MD, leads Merit Medical's wellness programs and is making a big difference 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, wellbeing, and satisfaction." — Nicole Priest, MD, Merit Medical CWO.

At Merit Galway our employees are embracing physical and mental wellness by participating in onsite services, such as health coaching, yoga classes, and preventative screenings for high cholesterol, diabetes, prostate cancer, and breast cancer. Employees can also attend periodic Lunch and Learn events that present topics on weight loss and exercise.

Each year Merit Galway sponsor a mental health week to bring awareness to and combat the negative stigma surrounding mental health issues. In 2019 this program had great success with involvement of over 400 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.



Milford Care Centre

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

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

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

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

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

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Mitie Ireland

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

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



Munich Re Automation Solutions Limited

Munich Re Automation Solutions is the world leading provider of digital new business, underwriting and analytics solutions to the insurance industry. We've been at the forefront of the digital revolution in the insurance industry for over 30 years and have grown to become one of the most successful providers of automated life insurance solutions globally, enjoying

the highest levels of customer satisfaction in the market.

Headquartered in Dublin, Ireland with regional offices in the USA, Australia, Singapore and Japan, we serve clients across the globe, making Munich Re Automation Solutions the natural choice technology partner for life insurers worldwide.

We're on a mission to revolutionize the way life insurance is bought and sold, using next-generation technology to give insurers the power to grow their business profitably. Munich Re Automation Solutions actively invests in its employees and embraces the uniqueness of each individual.

We bring together expertise from different disciplines as well as cultures, nationalities, genders and different generations. Our people are our greatest assets and we understand that sometime self-care is not always easy. We are committed to supporting our employees' health, wellbeing, and development. Augmenting quality of life and contributing to a healthier future begins today with safeguarding the health and wellbeing of our employees.



National Broadband Ireland

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

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

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



National Cancer Registry Ireland

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

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

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

Leading in Wellbeing

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#workplacewellbeing100



National College Of Ireland

Director of HR, Mary Connelly, along with her team Caroline Dolan, Deirdre O'Hanlon, Ciara Jackson and Laurence McDonald, have drawn on NCI's core values to unroll a series of initiatives over the past four years. Clarifying and extending the supports available to all staff, creating online and in person community spaces to enhance engagement, communication and shared experience, and centring wellness at the heart of NCI's working life. This effort to make wellbeing a strategic focus by prioritising staff welfare has won NCI The KeepWell Mark. It is deeply gratifying to NCI to be included in Ibec's 2024 Top 100 index of companies

Leading in Wellbeing.



Nestlé Development Centre, Nutrition, Askeaton

Nestlé Development Centre (NDC) Nutrition is based in Askeaton, Co. Limerick and co-located with Wyeth Nutritionals Ireland.

NDC mission is to nurture a Healthier Generation. NDC focus is science-proven nutrition solutions to support innovations in the areas of maternal and infant nutrition products for the

Nestlé global market.

At the heart of our mission is the knowledge and understanding that nutrition in the first 1000 days of life, from conception, through pregnancy and a child's first two years of life – has a direct impact on health and performance in later life.

At Nestlé, we want to help shape a better and healthier world, inspire people to live healthier lives and deliver impact at a scale and pace that makes a difference. We do this by fostering a diverse, friendly, supportive, and collaborative environment, that creates positive disruption, embraces innovation, and empowers people and teams to win.



Northern Trust

Northern Trust has serviced Irish clients since 1989, setting-up its Dublin office in 2000. Today, it is one of Ireland's largest fund administrators and custodians, supporting sophisticated global investors across a full spectrum of asset classes and strategies.

Northern Trust in Ireland provides fund administration, global custody, depositary and middle office services to fund managers and institutional investors worldwide, including traditional and alternative asset managers, insurance companies and multinational pension funds.

Through our expertise and dedication, we transform the plans of the world's most successful individuals, families and institutions into action so that we can help our clients reach their most ambitious goals.

Spanning decades and generations, our longevity comes from the recognition that we are more than a financial institution. We are active participants in our communities, global leaders in business and philanthropy and thoughtful architects of innovative employee benefit and support programs.



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, as we transition to new ways of work.

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.

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Oberstown Children Detention Campus

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

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

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



Oracle EMEA Limited

Oracle is 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.

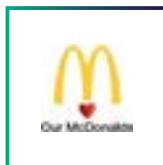


Ornua

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

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

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



Our McDonald's

Samben Ltd T/A 'Our McDonald's' is made up of nine restaurants from counties Kilkenny, Tipperary, Waterford, and Cork. Our mission statement is "Growing Better Together"; better employee experiences, better customer experiences and making our communities better. At Our McDonald's we operate based on five core values: Honesty, Integrity, Respect, Empathy and Diversity, or H.I.R.E.D., these values guide us in everything we do at Our McDonald's. Our passion is our people. We are proud of many things, none more so than our people and our commitment to their happiness and their wellbeing. We believe a happy team is a productive team, we embrace the uniqueness of each individual and actively encourage them to be themselves in work, and we look to build on the team ethic in everything we do. Without a doubt, a standout highlight for Our McDonald's in recent years has been our accreditation with The KeepWell Mark by Ibec. This acknowledgement of our commitment to employee wellbeing recognises the importance of wellbeing at Our McDonald's. We have always contended that above all, we are a people business. We believe a path to success across all business drivers is through workplace wellbeing and we are so proud of our commitment to this and our achievements to date.

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Pfizer Watermarque

In 2003, Pfizer established its Watermarque site, which now employs approximately 500 colleagues. Today the site hosts colleagues from diverse groups such as Finance & Global Business Services, Commercial, Digital among others.

Our colleague groups such as the Sports & Social and Health & Wellbeing teams have focused on employee wellbeing through sporting, leisure and welfare activities. Our Diversity, Equity 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.



Pobal

Pobal works on behalf of Government to support communities and local agencies toward achieving social inclusion and development. We do this by providing management and support services to 41 programmes, schemes and services in the areas of Social Inclusion and Equality, Inclusive Employment and Enterprise and Early Years and Young People.

Pobal works on an all-island basis, with offices in Dublin, Monaghan, Sligo, Clifden, Letterkenny, Cork, Galway city, Limerick, Mullingar and Kilkenny, employing over 750 staff. Central to our commitment to supporting social inclusion, enhancing community development and combating social disadvantage are our employees. We understand and recognise the value of our employees. The ability to deliver on our ‘Vision’ and ‘Mission’ is wholly dependent on their capabilities and expertise. As an organisation, our aim is to continue to nurture and further develop a highly skilled, competent, dynamic, diverse and engaged workforce who will enable us to deliver a first-class service on behalf of Government.



Premier Lotteries Ireland

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



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.



RCSI University of Medicine and Health Sciences

RCSI University of Medicine and Health Sciences is ranked first in the world for its contribution to UN Sustainable Development Goal 3, Good Health and Well-being, in the Times Higher Education (THE) University Impact Rankings 2023.

Exclusively focused on education and research to drive improvements in human health worldwide, RCSI is an international not-for-profit university, headquartered in Dublin. It is among the top 300 universities worldwide in the World University Rankings (2024). RCSI has been awarded Athena Swan Bronze accreditation for positive gender practice in higher education and the university is a signatory to the Healthy Campus Charter.

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

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Roche Products (Ireland) Ltd

Roche is a healthcare solutions provider dedicated to doing now what patients need next. The Irish office is located in Dublin and with employees working across access, business strategy, 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.

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.

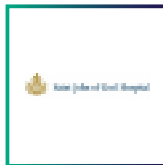


Ronan Daly Jermyn LLP

At RDJ, we embrace human intelligence, the most diverse views and progressive practices to create a workplace that reflects the diversity of our clients and the communities we are part of.

As one of Ireland's leading corporate law firms, we're as ambitious for your business as you are. With offices in Cork, Dublin, Galway and London, we represent clients from scaling and established Irish companies to multinationals, financial institutions and global insurance companies with unique cross-sectoral expertise.

RDJ are recognised leaders in workplace wellbeing, having been awarded the Ibec KeepWell Mark and named as one of the Top 100 Companies in Ireland for Employee Wellbeing.



Saint John of God Hospital Stillorgan

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 Clinics 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.

Saint John of God Hospital is included in the Top 100 Companies Leading in Wellbeing Index which acknowledges companies across Ireland that are leading the way for employee wellbeing and who, through their commitment to instilling a best practice approach, have made a lasting impact on their employees and on the business community.

Saint John of God Hospital was originally accredited with the KeepWell Mark from Ibec in January 2020 while the hospital was re-accredited again in June 2022.



Sanofi Waterford

Sanofi are an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. Our team, across some 100 countries, is dedicated to transforming the practice of medicine by working to turn the impossible into the possible.

We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the centre of our ambitions. At our Manufacturing & Supply site in Waterford, more than 800 colleagues work to supply a range of therapies to patients around the world.



Savvi Credit Union

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

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

Leading in Wellbeing

Top 100 Companies 2024

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#workplacewellbeing100



SIRO

SIRO was launched in 2015 as a joint venture between ESB and Vodafone with the aim of delivering the first 100% fibre-to-the-premises network across Ireland and thereby revolutionising the broadband market. SIRO currently offers speeds of up to 2 Gigabits for residential and up to 10 Gigabits for commercial premises. The SIRO Network is built using the ESB's overhead and underground infrastructure, ensuring a fast, reliable, and sustainable network. To date, SIRO network's reaches over 570,000 premises across 135 Irish cities and towns across Ireland. SIRO's current headcount is 150, with its workforce diversely located.

SIRO provides and recommends activities and supports to improve colleague health, focusing on prevention, promotion, and rehabilitation, enabling a measured and structured approach to a progressive and flexible wellbeing culture.



Sky Ireland

Sky is one of Europe's leading media and entertainment companies and is part of Comcast Corporation, a global media and technology company that connects people to moments and experiences that matter. At Sky we Believe in Better. It's in our DNA.

We're famous for innovation. We offer the world's smartest TV, Sky Glass; our plug and play streaming puck, Sky Stream; the best aggregation platform, Sky Q: the best aggregation platform, Sky Q; and streaming services NOW and WOW. We provide connectivity you can

count on in mobile, fast, secure, reliable residential and business broadband, as well as smart home protection through Sky Protect.

We're Europe's premium content producer. We create award-winning original content, produce the biggest live sporting events, and we provide free access to news and the arts. Our new state-of-the-art film and TV studio Sky Studios Elstree is projected to attract £3 billion of new production investment to the UK in its first five years and create up to 2,000 jobs.

We are a diverse and inclusive employer that has a positive impact on society and the communities that we work and live in.



Solas

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

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

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



Sport Ireland Campus

The Sport Ireland Campus is the home of Irish Sport, not just for our Athletes, but for the community. The Sport Ireland Campus is home to world-class indoor and outdoor facilities which host local, national and international events and which are perfect for team and individual training. The Campus also provides valuable amenities for the local community with facility rentals, kids camps, sports academies, birthday parties, team-building events, corporate conferences and more.

The Sport Ireland Campus is operated by Sport Ireland Facilities DAC, whose mission is to continuously improve the operation of the facilities to a world-class standard, increasing usage, and providing excellent service in a safe environment to all customers.

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St. Patrick's Mental Health Services

St Patrick's Mental Health Services (SPMHS) is Ireland's largest independent, not for-profit mental health service provider. It provides community and outpatient care through its Dean Clinics, and day patient services through its Wellness & Recovery Centre. A multidisciplinary inpatient service is provided through its three approved centres: St Patrick's University Hospital (241 beds), St Patrick's, Lucan (52 beds) and Willow Grove Adolescent Unit (14 beds). SPMHS also offers a Homecare service and remote access to its services through phone, video or online channels. SPMHS' vision is to see a society where all citizens are empowered and given the opportunity to live mentally healthy lives. St Patrick's Mental Health Services strives to provide the highest quality mental healthcare and works to promote positive mental health; to raise awareness about mental health; and to advocate for the rights of those experiencing mental health difficulties. This is achieved through a human rights-based approach, through the enhancement of evidence-based knowledge and by striving to be at the forefront of new initiatives and advances in the field.



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.

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.



Sterling Pharma Solutions

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

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

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

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

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

For more information visit www.sterlingpharmasolutions.com

Linkedin: /sterling-pharma-solutions



Stryker Macroom

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

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

Since achieving the KeepWell Mark in February 2020, we continue to learn how to encourage and support the Wellbeing of every employee. We adapted our Wellbeing strategy during the Covid-19 pandemic, with many of our colleagues working remotely and using virtual communications.

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

Leading in Wellbeing

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Tallaght University Hospital

Tallaght University Hospital (TUH) is one of Ireland's largest acute teaching hospitals, the Hospital has 450 inpatient adult beds, 74 onsite day beds for Dialysis, Oncology, Infusion, Haematology, Cardiology, Bone & Joint and minor surgery services. The Hospital also has a Day Surgery Centre located near the Hospital which has four theatres and 25 bays for elective surgery. There are an additional 61 offsite beds under its governance. The Hospital is staffed by over 3,000 people with 63 different nationalities represented on the team.

The Hospital is a provider of local, regional and national specialties. It is also a national urology centre, the second largest provider of dialysis services in the country and is a designated trauma unit. TUH is one of the two main teaching hospitals of Trinity College Dublin – specialising in the training and professional development of staff in areas such as nursing, health & social care professionals, emergency medicine and surgery, amongst many others. TUH is part of the Dublin Midlands Hospital Group which serves a population of over 1.2M across seven counties.



Tayto Snacks

Tayto Snacks certified as a Great Place to Work, one of Ireland's Best Workplaces, and recently also recognised as a Great Place to Work for Women, 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.



TELUS International

TELUS International Ireland is a leading Irish-based provider of digitally enabled customer experience (CX) and business process solutions and is a key location within the global TELUS International family. It has two CX and IT delivery centres strategically located in Dublin and Cork as well as a site in Ballina, Mayo providing AI data solutions to support many of the world's top brands.

TELUS International Ireland is committed to promoting and celebrating wellbeing, diversity and inclusion within its team, company and the community where it lives, works and serves. I've attached a copy of the logo to be used on a white background.



Teva Pharmaceuticals

Teva Pharmaceuticals is proud to provide high-quality medicines that improve the health of people around the world – both prescription medications as well as over-the-counter treatments. Our Waterford site manufactures & develops respiratory products, and it includes an onsite research & development centre. We are continually expanding our range of products and services to better meet the needs of patients and healthcare professionals in Ireland.



The Central Bank of Ireland

The Central Bank of Ireland serves the public interest by safeguarding monetary and financial stability and by working to ensure that the financial system operates in the best interests of consumers and the wider economy. Our vision is to be a central bank that is trusted by the public, respected by our peers and to be a fulfilling place to work

for our people. Underpinning our public service mandate are our values of integrity and care, courage and humility, and teamwork and excellence.

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

We continue to develop various supports, programmes and guidelines for our colleagues and people managers which strives to raise awareness and eliminate stigma by opening up the conversation which creates a culture of openness and inclusion. We are committed to the health, safety and wellbeing of our people and are delighted to be part of the KeepWell Initiative having received re-accreditation in 2023.

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The Convention Centre Dublin (The CCD)

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

BeWell – Wellbeing at The CCD

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



The Irish Music Rights Organisation (IMRO)

The Irish Music Rights Organisation (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 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.

Wellbeing at IMRO is a company-wide effort. The Culture Team, which is employee-led, is responsible for organising Culture and Wellbeing events throughout the year with the support of HR. The Culture Team is the voice of our employees, and they help us in our aim to build an inclusive, supportive, and open environment for our staff.

Our activities to date have covered areas such as Physical, Mental, Financial, and Social well-being and are in keeping with the eight pillars of the KeepWell Mark. We offer flexible and hybrid working arrangements that help our employees have a healthy work-life balance. We are proud of our work so far and look forward to developing and improving our wellbeing strategy.



TLI Group

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

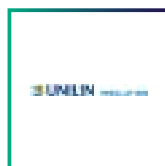
The company actively delivers critical services to ESB Networks, NIE Networks, Scottish and Southern Energy, SIRO (ESB/Vodafone JV), the Sustainable Energy Authority of Ireland, National Broadband Ireland, and a multitude of clients in the renewables industry.

Providing a risk assured, turnkey delivery on national infrastructure projects in the area of Power Transmission and Distribution, Renewables and Engineering, Telecom Networks and Smart Energy Services is the company's core expertise.

In the drive towards a carbon neutral economy, as set out in the National Development Plan, the company is playing a leading role in helping to deliver a brighter net-zero future.

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

The company's purpose is to deliver critical infrastructure to facilitate today's living and communication needs. The company vision is to be the safest, best in class and successful service provider, bringing lasting benefit to the customers and communities we serve.



Unilin Insulations

At Unilin Insulation, our working values of excellence, passion, entrepreneurship and respect are inherent.

The ethos of 'More than Insulation' demonstrates our commitment to quality product, market leading service and a partnership approach with industry professionals and students alike. It demonstrates our commitment to deliver a more sustainably minded construction sector, where environmental considerations are an urgent priority.

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University of Galway

The University of Galway is 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 future to a more sustainable future. We boast 11 Green Lab certified laboratories. We are committed to using our talents and skills to address the United Nations' Sustainable Development Goals from multiple perspectives. University of Galway is 1st in Ireland for sustainable development, world top 50, for UN sustainable Development Goals.

With over 18,000 students, 17% of which are international students from 110 countries. University of Galway contributes greatly to the diversity and dynamism of Galway City and the West of Ireland.

We have an academic community of world-leading researchers at the forefront of their fields and offer our students opportunities to collaborate internationally through its programmes. The University has a long-established reputation of teaching and research excellence in the Colleges of Arts, Social Sciences, and Celtic Studies; Business, Public Policy, and Law; Engineering and Science, Medicine, Nursing & Health Sciences with over 2,500 staff, and 110,000 alumni networks worldwide, achieving, 10 Athena SWAN Awards.

The university of Galway is one of the largest employers in Galway and makes a significant contribution to the economic, social, and cultural fabric of the city.



Unum Ireland

Unum Technology Centre in Carlow serves as a strategic software development and IT centre supporting Unum a fortune 500 company. We are a leading provider of income protection in the US. Our team of IT professionals build solutions and critical business applications to digitally transform the way we do business.

We strive to build an engaging workplace culture, and our unwavering dedication to embrace diversity, inspire innovation, and support career development is driven by our purpose to help the working world thrive throughout life's moments.

We are committed to offering meaningful, rewarding benefits that help take care of you and your family. Here at Unum we provide benefits that support your health and wealth and help you Live Your Best U. Health benefits that help you thrive both at work and in life, wealth benefits that support your financial wellbeing and life benefits that help you enjoy quality personal time outside of work. We provide flexible working hours and a hybrid working model to support work and life commitments.

We are one of the very few Fortune 500 companies with a base in Ireland located outside of Dublin. We offer a highly competitive industry salary and strong bonus incentives. We provide a defined Pension Contribution Scheme and offer an employee profit share scheme. We provide a number of health benefits including life assurance, long term income protection, illness salary protection and a comprehensive health insurance package to cover you and your family medical need. We have on-site and virtual offerings to support your fitness, diet and nutrition and overall health management, partnering with accredited health providers.

We are dedicated to building a culture that supports employees at every stage of their personal and professional journeys and that empowers them to thrive every day. Employees have access to development programs and continuing education including professional track programs, manager training, IT Certification Programs and Tuition Reimbursement.

We support organizations that make our communities stronger, advocate for greater access to the benefits that strengthen our societies and families, protect the environment around us, and invest in our workplace culture. Unum encourages employee participation in local charity work and regularly donates to local charities.



Value Retail Management Ireland Ltd (Kildare Village)

Kildare Village is a luxury shopping destination set in the beating heart of horse-racing country. The Village is located just an hour south of Dublin and home to a unique edit of more than 120 fashion and lifestyle brands. A bastion of Irish talent, Kildare Village strikes a balance between regional charm and an artful spread of homegrown and international brands. Services include a Concierge, valet parking, Hands-free Shopping and Personal Shopping. With a range of restaurants and cafés in the Village, guests can unwind and enjoy the celebrated Irish hospitality.

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Vertical Markets Group

The Vertical Markets Group was founded in 2008 to transform the level of sector-specific recruiting expertise. The group now comprises six industry specific recruiting businesses, giving us coverage across and access to the core talent verticals globally. Our group includes: Life Science Recruitment, Capital Markets, IT Search, HR Search, Design Build Search & A+F Recruitment.

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

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



Viasat

Viasat is a global communications company that believes everyone and everything in the world can be connected. For more than 35 years, Viasat has helped shape how consumers, businesses, governments and militaries around the world communicate. Today, the Company is developing the ultimate global communications network to power high-quality, secure, affordable, fast connections to impact people's lives anywhere they are—on the ground, in the air or at sea.

Viasat is dedicated to promoting and supporting the health and wellbeing of all of our employees through a wide variety of programmes and initiatives. We consider Wellness holistically – it's about the whole you: work-life balance, taking care of yourself, and being part of a meaningful wellness driven community. Viasat wants to support employees in being their absolute best, whatever that means personally. Our leadership team made the decision in 2021 to participate in the KeepWell Mark and we were awarded the accreditation in 2022. We continue to focus on employee wellbeing with existing and newly established initiatives.



William Fry LLP

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

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

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

Our head office is in Dublin. We have offices in Cork, London, New York, and San Francisco and are members of a global law firm network to service our clients at home 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.



Xerox

In Ireland, Xerox is an all Island based company, employing in excess of 400 staff in Dublin, Dundalk and Belfast. For more than 100 years, Xerox has continually redefined the workplace experience. Harnessing our leadership position in office and production print technology, we've expanded into software and services to sustainably power today's workforce. Today, Xerox is continuing its legacy of innovation to deliver client-centric and digitally driven technology solutions and meet the needs of today's global, distributed workforce.

From the office to industrial environments, our differentiated business and technology offerings and financial services are essential workplace technology solutions that drive success for our clients. At Xerox, we make work, work. Our core values stand on a commitment to wellbeing, integrity, inclusion, and diversity. We value positive mental health and a sense of belonging for all employees and provide a comprehensive wellbeing programme that supports both our employees and their families.

In 2022 Xerox opened a new Ireland HQ designed to support collaboration, engagement and teamwork, and enabled a flexible hybrid work model. It also allows us to showcase our technology, solutions, capabilities & services to partners and customers, reflecting the depth and breadth of the Xerox brand.