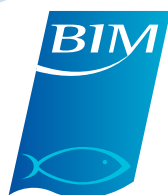




Bord Iascaigh Mhara
Irish Sea Fisheries Board

New Business Start-up Pack





Bord Iascaigh Mhara
Irish Sea Fisheries Board

Welcome to the Bord Iascaigh Mhara NEW BUSINESS START UP PACK

This pack is intended to act as an introductory guide to the Irish seafood industry for those who may be considering starting a seafood business in Ireland. The pack is specifically aimed at those who may wish to start a seafood retail business, a seafood processing or manufacturing business.

We shall provide you with some interesting information on a wide range of topics including the Irish seafood, the Irish seafood market and Irish seafood consumers.

The pack contains an introduction to the training needs for starting and running a new seafood business. Training is a vital component of running a successful business and we urge that you pay particular attention to this section.

We will provide you with an introduction to the most important agencies which you will encounter as your new business evolves. You will find information on regulatory agencies who you will work with to ensure that your business and products meet all legal and food safety requirements. This pack contains also contains a directory of some of the suppliers who provide various services and equipment to the Irish seafood industry.

You will also find included two guide books which will help you at the early stages of developing a seafood business. The Starting a Seafood Business guide will help you to research your idea at the early stages, you can use it to carry out research on a wide range of topics including raw material supply, prices, training requirements and drafting a business plan. Branding your Seafood Business will be most useful when you have developed a concrete plan to create and market new products, it will help you understand branding and communications and what they mean to your business.



Bord Iascaigh Mhara
Irish Sea Fisheries Board

BIM SERVICES



BIM Services

BIM offer a variety of services to the seafood industry, these services are delivered according to the nature of the business seeking our services. In general, the Aquaculture Development Division works with fish farmers, the Fisheries Development Division works with fishermen and the Business Development and Innovation Division works with seafood processors.

This guide is aimed at seafood processors and therefore it is focused mainly on the services of the Business Development & Innovation Division. BIM supports the growth of the Irish seafood industry, with a focus on increasing profitability and employment in the sector. We provide assistance to seafood companies through a variety of commercial services.

Business Development

BIM's regional officers, located around the coast, provide hands-on professional mentoring in business planning, identifying new market opportunities and branding, as well as advice on funding - all of which enable companies to grow more rapidly than they could alone. Our regional officers can direct you to our range of services.

Process Efficiency

Our processing efficiency services can help your business increase its competitiveness and improve its revenue through more effective and efficient processes that save time, money and effort.

Process Capability

Our process capability services are designed to assist seafood processors to set up food safety systems and complying with food safety laws, certification programme standards and best practice recommendations.

Retail & Food Service Support

We assist the retail and food service sectors to increase seafood sales through improved product quality. We also provide access to specialist knowledge of seafood handling, labelling, presentation, supply chain and cold chain management.

Farmed Fish Quality Labelling

Our food quality schemes support the production of world-class farmed seafood and can help you to differentiate your products in the marketplace through eco, organic and quality labelling.

Wild Capture Fish Labelling

We provide internationally accredited product certification and labelling for wild capture fisheries, as well as help with external certification programmes, giving you greater access to domestic and export markets.

Business Development

East / Dublin: Ian Mannix, mannix@bim.ie
South West: John Hackett, hackett@bim.ie
North West: Michael Gallagher, gallagher@bim.ie
West: Máirín Walsh, walshm@bim.ie

Process Capability, Farmed & Wild Capture Fish Quality Labelling

Food Safety & Quality Team. foodsafety@bim.ie

Process Efficiency

Paul Ward, ward@bim.ie

Retail and Food Service Support

Geraldine Lane, lane@bim.ie
Lorraine Richardson, richardson@bim.ie





SEAFOOD DEVELOPMENT CENTRE

What is the BIM Seafood Development Centre (SDC)?

The Bord Iascaigh Mhara (BIM) Seafood Development Centre is the first innovation facility for the Irish seafood sector. This state of the art facility will enable companies to exploit and maximise the market potential for Irish seafood by fostering and integrating innovation into feasible business strategies and the development of new products and processes for the seafood industry.

The centre is integrated with BIM's Business Development and Innovation Programme and the Fisheries and Aquaculture Divisions to ensure Irish seafood companies are equipped with all the necessary services to exploit market opportunities.

What is in the BIM Seafood Development Centre?

The SDC has an overall space of 768m² and includes the following facilities:

- Product Processing (wet fish area)
- Graduate Area
- Product Development Kitchen
- Innovation and product concept room
- Business Incubation Units (2)
- Reception and Administration

What can the BIM Seafood Development Centre do for your business?

The overall aim of the SDC is to grow your business and to add sustainable, profitable, competitive, value-added offerings that meet your end customers' requirements.

SDC Services

Market Research & Assessment
Recipe Development
Product Development
Sensory Analysis
Prototype generation
Equipment trials
Packaging trials
Production Trials
Shelf life & Nutritional Analysis
Product Launch

Facilities

Test Kitchen Area
Processing Area & Equipment
Incubation Units
Training Room

For more information contact:

Gloria Corcoran, Seafood Development Centre,
Clogheen, Clonakilty, Co. Cork.
Telephone (01) 2144151 or Email corcoran@bim.ie





Bord Iascaigh Mhara
Irish Sea Fisheries Board

MARKET AND CONSUMER INFORMATION

It is very important to know your market and your customers before you start a new business.

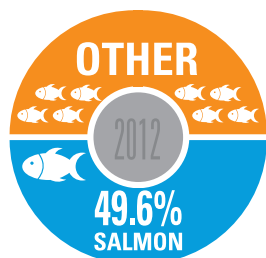
The Seafood Market

Fish sales in Ireland increased by 5.2% in 2012¹. This was driven by people purchasing fish more often. Fresh fish, both pre-packed and loose showed good growth in 2012.

Fish sales are growing strongly compared to other main proteins.



- Salmon, Cod, Haddock & Prawns made up 71% of the total value of all sales in the Irish Seafood Market 2012.
- If one looks at the shopping habits of the “average” Irish seafood buyer, Salmon, Mackerel and Hake are the most frequently purchased fresh fish in Ireland.
- Fresh fish is much more likely to be sold as pre-packed rather than loose.
- Sales of fish products at rounded price points i.e. €1, €2, 2 for €6 and so on, is very common in Ireland, particularly for frozen products.
- In 2012, the average price per kilo for fresh fish was €12.73, for frozen it was €8.37. This compares favourably with other proteins like pork and chicken etc.
- Fresh fish buyers also often see themselves as “connoisseurs”.
- Friday is still the most important day of the week when it comes to the sales of fish in Ireland.



Salmon alone comprised 49.6% of the total consumer spend on seafood in Ireland in 2012².

Of the various groups in Irish society, older people with grown-up children (the so-called “empty nesters”) and families with older dependents are the strongest purchasers of fresh fish in Ireland. Frozen fish is very popular with families who have younger children.

Healthy eating, children’s nutrition, diet and nutrition were all cited by seafood buyers as being important to them.

¹ Kantar World Panel 2012.

² Kantar World Panel 2012.





REGULATORY AGENCIES

Sea Fisheries Protection Authority

The Irish seafood industry makes a valuable contribution to the Irish economy and coastal communities in particular. To ensure that the industry can expand and thrive it is vital that our fish stocks are exploited in a sustainable way. Controlling the use of our natural resource will provide a long-term economic benefit in the years to come. The Sea Fisheries Protection Authority (SFPA) has a dual role; sea fisheries conservation and seafood safety. The aim of the SFPA is to work in partnership with stakeholders in the industry to ensure that the marine resources in Irish waters are exploited sustainably and consumed safely for the long-term benefit of producers and consumers alike.

There is also a growing international market for our seafood. Irish seafood is renowned for its quality. The SFPA works to ensure that these high standards are maintained and that consumers can be assured that Irish seafood adheres to the highest quality assurance standards. The provision of a strong and fair control system across the seafood chain, with respect to both fisheries conservation and food safety is essential to providing credibility and assurance to the market.

The SFPA is dedicated to providing this assurance through the implementation of an effective, strong and fair control system across the seafood chain. Good governance and management frameworks safeguards jobs, secures fish stocks for the future and help to protect the marine environment.

More information can be found at www.sfpa.ie



Food Safety Authority of Ireland

All food businesses have a legal responsibility to their customers to ensure the food they produce is safe to eat and complies with food law. The activities of the seafood sector, like all food businesses, are regulated by official agencies operating under service contract to the Food Safety Authority of Ireland (FSAI). These official agencies, the Health Service Executive and the Sea Fisheries Protection Authority, inspect and monitor seafood businesses to ensure compliance with food legislation.

The FSAI provides a wide range of information on food safety and hygiene such as: training requirements; food labelling; food safety legislation; and HACCP. The FSAI also offers business start-up information which outlines the steps a new seafood business must take when setting up a food business.

For more information visit: www.fsai.ie or www.facebook.com/FSAI or contact the FSAI Industry Advice Line on **1890 336677**.





REGULATORY AGENCIES

Health Service Executive

The Health Service Executive Environmental Health Service (EHS) is responsible for protecting population health via the enforcement of legislation and the promotion of activities to assess, correct, control and prevent those factors in the environment that can potentially affect adversely the health of the population. The EHS works with the Food Safety Authority of Ireland in relation to Food Control in Ireland.

The Environmental Health Officer (EHO) routinely and regularly inspects places where the food is handled including food imports at the sea and airports. Sale and service of food in markets, shops, wholesalers, restaurants, public houses, crèches, nursing homes, hospitals and hotels are all covered by the EHO. Food stalls and other food vehicles carrying food are also monitored. Not only does the Environmental Health Officer check the hygiene in these places but also that the food in them is not contaminated in any way and has a comprehensive food sampling programme. In cases where there are breaches of the law Environmental Health Officers have a range of actions open to them from a verbal warning through to a Closure Order being served.

The Environmental Health Officers fully investigate food alerts and can result in a recall of the product. Complaints regarding a food business or product or a suspected food poisoning outbreak are investigated.

You can find more information and contact details for local offices on www.hse.ie



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive





REGISTERING YOUR SEAFOOD BUSINESS

Registering your Seafood Business

If you have completed your research and your business plan and you intend to establish a seafood business you should start by registering your business with the relevant authorities. Seafood businesses normally fall under the remit of one of two separate authorities:

The Sea Fisheries Protection Authority (SFPA) monitors food businesses that handle and process seafood and fisheries and aquaculture products. Processors, packers and producers fall under the authority of the SFPA.

The Health Services Executive (HSE) monitors food businesses such as retail shops, restaurants, takeaways, delis and market stalls. It is important that before a business starts operating, the management of the business contacts the appropriate local offices of the HSE or SFPA and inform them of their intention to establish such a business.

Obtaining approval to operate a new Business

Once a business is registered the process of working towards approval to operate can commence. Approval is different from registration in that registration is an administrative process while the approval process assesses many factors including the condition of the premises, the practices and processes proposed, the staff and management capabilities, the products produced, the volume of throughput and the waste management systems of the new business. You will not receive approval until the relevant authorities are satisfied that the systems, premises and capabilities within the business are satisfactory.

Similar to registration, approval should be sought through the competent authority as early as possible and in advance of commencing operations.

Food Hygiene and Safety

The top priority of any new business must be to ensure that the business plays its part in protecting public health, this is an overriding imperative which trumps all other goals such as making a profit or building the business. The new business must ensure that their products, premises and practices all contribute to providing safe, high quality food to their customers.

Regulation 852/2004/EC

This legislation sets out rules on food hygiene (specific rules and more general requirements) including premises layout, temperature control rules, implementing HACCP, use and maintenance of equipment, transport, waste management, personal hygiene and training requirements.

Regulation 853/2004/EC

This regulation concerns businesses handling products of animal origin including seafood.

Regulation 178/2002/EC

This regulation sets out general principles of food law and makes it illegal for anyone to place unsafe food on the market.

There are many other regulations and guidelines for food business operators. It is important for food business operators to work closely with competent regulatory authorities to ensure that operators are aware of all regulations and guidelines and that they are being implemented appropriately.



REGISTERING YOUR SEAFOOD BUSINESS

Obtaining Advice on Food Safety and Hygiene

It is strongly recommended that any aspiring business should start by getting in touch with the Food Safety Authority of Ireland to obtain assistance in developing a state of the art food safety system for their business.

There is a great deal of information in the "Food Businesses" section on www.fsai.ie

Businesses may also use the FSAI free advice line **1890 33 66 77**.

The Sea Fisheries Protection Authority also provides very useful guidance material on their website www.sfpa.ie

BIM Services

Our process capability services are designed to assist seafood processors to set up food safety systems and comply with food safety laws, certification programme standards and best practice recommendations. BIM can help your company implement a food safety management system that incorporates the Hazard Analysis & Critical Control Point (HACCP) system. As part of this process:

- We can assist you in obtaining your approval number from the Sea Fisheries Protection Authority (SFPA)
- Our Food Safety Management System (FSMS) workbook will guide you through your implementation of HACCP
- You can avail of training in seafood hygiene and HACCP
- You can take advantage of BIM's ongoing advice and assistance and avail of our information notes on a wide range of topical issues including:
 - *Cleaning and Disinfecting in Seafood Processing*
 - *Hygiene Requirements when Handling Seafood*
 - *Shelf Life Requirements for Seafood Processors (+ more)*

Processing Capability Start Programme

This programme is aimed at assisting both start-up seafood processors and existing processors. The programme shows processors how to comply with best practice and legal obligations in bringing safe seafood to the market.

BIM can also help processing companies with:

- Implementing food safety management systems
- Advice on plant layout
- Guidance on legislative requirements
- Information workshops on topics such as labelling, packaging and traceability



Further details are available in the Processing Capability Start Programme or contact Carol Rafferty: rafferty@bim.ie.

For more information please visit the "Grow your Business" section (under "Our Services") on www.bim.ie or contact the Food Safety team at foodsafety@bim.ie or **(01) 2144100**.



TRAINING



Why train?

Appropriate training gives the business a strong competitive edge and it develops loyalty through satisfied clientele. Training helps the staff to address their current responsibilities, develop their own skills and understand their role in the business.

Successful companies place great emphasis on continuous training for their staff. This requires resources in terms of both time and money, but the knowledge and skills gained through training can bring great rewards to the business.

What should I train in?

If you own a food business, or work in the food industry, you should acquire food safety training and/or be supervised in line with the level responsibility you have. So, for example, managers will need different training than those serving food and those engaged in transportation etc.

Training must be tailored to the activities you will be engaged in and at an appropriate level of complexity. It is often better to participate in training courses in a progressive manner, beginning with introductory courses before attempting to complete intermediate and then advanced courses.

Training Providers

www.qualifax.ie

Qualifax is a nationwide database of training courses, their site provides detailed information on a wide range of courses from numerous providers. This site has a good search function and is a very useful resource to identify relevant courses.

Industry specific courses and information can be found at the following:

www.bim.ie/training/

www.fsai.ie/food_businesses/food_safety_training.html

www.bordbia.ie/industryservices/pages/default.aspx

www.enterpriseboards.ie/index.aspx

www.teagasc.ie/training/

For more help you may contact Sinead Howard at BIM:

howard@bim.ie

What type of training should I do?

Training can take a variety of different formats – from short courses, to longer lifelong learning such as college degrees.

It is advisable to do a regular review of what skills you or your staff may need to develop.

Where can I do training?

There are a wide variety of ways to undertake training to suit your business and your time. In addition to attending courses, there are options for undertaking internet based training courses.

DEVELOPMENT AND SUPPORT	Bord Bia - Irish Food Board	Clanwilliam Court, Lower Mount St, Dublin 2, Ireland	Karen Deveraux info@bordbia.ie	01 6685155 / 01 6687521 www.bordbia.ie
	Bord Iascaigh Mhara - Irish Sea Fisheries Board	PO Box No. 12, Crofton Road Dun Laoghaire, Co. Dublin, Ireland	bdi@bim.ie	01 2144100 www.bim.ie
	CORKBIC (Cork- Business & Innovation Centre) National Software Centre	Mahon, Cork, Ireland.	postmaster@corkbic.ie	021 2307005 / 021 2307032 www.corkbic.com
	County & City Enterprise Boards	Nationwide, Ireland.		www.enterpriseboards.ie
	Dublin BIC (Dublin- Business & Innovation Centre)	The Tower, TCD Enterprise Centre, Pearse St., Dublin 2, Ireland.	info@dbic www.dbic.ie	01 6713111 01 6713330
	Enterprise Ireland	The Plaza, East Point Business Park, Dublin 3, Co Dublin, Ireland.	Jim Mulcahy jim.mulcahy@enterpriseireland.com	01 7272964 www.enterpriseireland.com
	SEBIC (South East- Business & Innovation Centre)	Unit 1B, Industrial Park, Cork Road, Waterford, Ireland.	dstoneman@sebic.ie www.sebic.ie	051 356300 051 354415
	Teagasc	Teagasc Food Research Centre, Ashtown, Dublin 15, Ireland.	Carmel Farrell carmel.farrell@teagasc.ie	01 8059500 / 01 8059550 www.teagasc.ie
	Udaras na Gaeltachta	Na Forbacha, Co na Gaillimhe, Ireland.	Meadbh Seoighe meadbh.seoighe@udaras.ie	091 503141 / 091 503290 www.udaras.ie
WestBIC (West-Business & Innovation Centre)	Galway Technology Centre, Mervue Business Park, Galway, Ireland.	info@westbic.ie	091 730850 / 091 730853 www.westbic.ie	
INGREDIENTS	Blenders Limited	Unit 4, IDA Centre, Newmarket, Dublin 8, Ireland	Nick Foley 087-217 3704 nicholasfoley@gmail.com	01-453 6960 / 01-453 7607 www.blenders.ie
	Blueshell Mussels Ltd	Sparl, Brae, Shetland, ZE2 9QJ, United Kingdom	Michael Laurenson michael@blueshellmussels.co.uk	+44 (0)1806 522555 / +44 (0)1806 522000 +44 (0)7990 516 023 www.blueshellmussels.co.uk
	Caviar 4 Everyone Ltd	Upperthorpe, Westwoodside, Doncaster, DN9 2AQ, United Kingdom	David G Hollier david@caviar4everyone.com www.caviar4everyone.com	+44 (0)1427 752698 / +44 (0)1427 754630 +44 (0)7711 443345 www.caviar4everyone.com
	Flavour House Ireland Ltd	West Cork Technology Park, Clonakilty, Co Cork, Ireland	Michael O'Donovan 086-2303894 michael@flavourhouseireland.com	023-35907 www.flavourhouseireland.com
	Healy Group	HCL House, Second Avenue, Cookstown Industrial Estate, Tallaght, Dublin 24, Ireland	Pat McDonagh 087-7663239 pmcdonagh@healy-group.ie	01-4049200 / 01-4049201 www.healy-group.ie

Alert Packaging	IDA Bray Business Park, Kilruddery, Bray, Co Wicklow Ireland	Paul Kelly 083 1227000 pkelly@alertpackaging.ie	01 2860300 www.alertpackaging.com
Asgaard Packaging	14G Grants Ave, Greenogue Bus Pk, Rathcoole, Co Dublin, Ireland	Gavin Buggy 087 9198080 gavin.buggy@asgaard.ie	01 4018888 / 01 4018889 www.asgaard.ie
BELIX - Design en Bouche	Avenue des Bonniers, 10,1300 Wavre, Belgium	Michel Libert michlib@belix.be	+32 (0) 23314206 / +32 (0) 23779972 www.belix.be
Corrugated Containers Ireland	Beechmount Industrial Estate, Navan, Co Meath, Ireland.	Ken Brady 087 299 8401 ken@corrugatedcontainers.ie	046 9027726 / 046 9022380 www.corrugatedcontainers.ie
Creative Paper Products Ltd	Millfields House, Lichfield Road, Tamworth Staffordshire B79 7SP, England	David F Sharpe david@creativepaper.co.uk	+ 44 (0)1827 52091 / + 44 (0)1827 310168 www.creativepaperproducts.co.uk
Dollard Packaging	Units 6/11 Eklad Pk, Malahide Road Ind Pk, Malahide Road, Dublin 17, Ireland	Chris O Reilly 087 6740690 coreilly@dollard-packaging.ie	01 8470044 / 01 8470614 www.dollard-packaging.ie
Fispak Ltd.	Red Cow Business Park, Dublin 12, Co Dublin, Ireland	Conn Murphy 086 25704841 conn@fispak.com	01 6204494 / 01 6204495 www.fispak.com
Foxpak Flexibles Ltd	Unit 10/11 Dunleer Enterprise Pk, Shamrock Hill, Dunleer, Co Louth, Ireland	Hendrik Strydom 087 7867034 hendrik@foxpak.com	041 6863088 / 041 6863096 www.foxpak.com
Grupo San Cayetano - envases de cartón.	Ctra. De Segovia, km. 19,6"CL-601", 47162 Aldeamayor de San Martin, Valladolid, Spain	Carlos Morán cmoran@gruposancayetano.com	+34 902103789 / +34 983298165 +34 664000291 www.gruposc.com
Marchmont Packaging Limited	Cloverhill Industrial Park, Clondalkin, Dublin 22, Ireland	Jeremy Waring 087 2263998 jeremyw@marchmont.com	01 4130200/ 01 4130299 www.marchmont.com
Mecapack	Unit 5, Kingkisher Way, Hemdale Bus Pk, Nuneaton CV116GY, United Kingdom	Don Malanowski (IRL) 086 7756000 d.malanowski@proplast-group.com	+44 2476 351 300 / +44 2476 349 250 www.mecapack.co.uk
Multivac Ireland Ltd	Unit 5, 2050 Orchard Avenue, Citywest Business Campus, Co Dublin, Ireland	info@ie.multivac.com	01 4133200 / 01 4133205 www.multivac.com
Norampac	232 Baig Boulevard, Moncton, New Brunswick, E1E1C8, Canada	Dave C. Smith dave_c_smith@norampac	+001 506 8692211 / +001 506 8692989 www.cascades.com/norampac
Pakform Limited	Courstown Industrial Park, Little Island, Co Cork, Ireland	Mark J. Casey pakform@eircom.net / info@pakform.ie	021 4354825 / 021 4354822 www.pakform.ie
Pickenpack - Hussmann & Hahn Seafood GmbH	Lüner Rennbahn 9, D-21339 Lüneberg, Germany	Ulrich Piper u.piper@phhs.de	+ 49 (0)4131 987160 / +49 (0)4131 987311 www.phhs.de
Presentation Packaging Specialists	Melbourn rd, Bishopstown, Co. Cork, Ireland	Declan O' Mahony 087 2662440 declan@presentationpackaging.ie	021 4346020 / 021 4346016 www.presentationpackaging.ie
Quality Labels	Unit 3G, Greenogue Business Park, Rathcoole, Dublin 24, Co Dublin, Ireland	Paddy Burke paddyburke@quality-labels.com	01 4019004/ 01 4019005 www.quality-labels.com
RH Packaging	Unit 35, Beechwood Close, Boghall Road Bray, Co. Wicklow, Ireland	Brian Hogan 087 2503863 brian@rhpack.com	01 2765077 / 01 2765067 www.rhpackaging.com
Sealed Air	Cromwell Road,, St. Neots, Cambs PE19 1QN United Kingdom	TJ O' Connell (IRL) timothyo'connell@sealedair.com www.sealedair.com	+ 44 (0) 1480 224200 + 44 (0) 1480 224034 +353 (0) 86 2553172

PACKAGING (cont.)	Sirane Ltd	European Development Centre, Stafford Park 6 Telford TF3 3AT, United Kingdom	Jeremy Haydn-Davies jeremy@sirane.com	+ 44 (0)1952 230055 / + 44 (0) 7967 721230 www.sirane.com
	Südpack Europe AG	Back Office: Blegistrasse 7, Postfach. CH-6342 Baar, Switzerland	Geir-Inge Overaa geir.inge.overaa@suedpack.com	+41 (0) 41 7673111 / +41 (0) 417673110 +47 91 880959 www.suedpack.com
	The Newark Group Solidboard Products	Carretera Pamplona - Aoiz, s/n, 31486 Ibiricu de Egües, Navarra, Spain	Joaquín Sucunza jsucunza@ngeu.com www.nsp-europe.com	+34 948168345 + 34 948168336 + 34 619014429
	The Packaging Centre	Fox and Geese House, Naas road, Dublin 22, Ireland	paul@thepackagingcentre.ie	085 1630051 / 01 4508759 / 01 4507567 www.thepackagingcentre.ie

SERVICES	AFBI (Agri Food and Biosciences Institute)	AFBI Innovations, AFBI Headquarters, Newforge Lane, Belfast BT9 5PX,	Michael Robinson michael.robinson@afbini.gov.uk	+44 7766 417638 / +44 2890 255636 www.afbini.gov.uk
	Billingsgate Seafood Training School	Office 30, Billingsgate Market, Trafalgar Way, London, E14 5ST United Kingdom	Adam Whittle adamwhittle@seafoodtraining.org	+44 (0)780 8475445 / +44 (0)20 75173545 +44 (0)20 75173544 www.seafoodtraining.org
	Bionovations Inc	10 Beech Hill Road, P.O. Box 1412 Antigonish, Nova Scotia, Canada B2G 2L7	Joe Boudreau joe@bionovations.ca	+1 (902) 8637155 / +1 (902) 8637166 www.bionovations.ca
	Budenheim Altosa S.L.U. Seafood Additives	Les Rotes, 13 Pol. Ind. 7 46540, El Puig, Valencia, Spain	Pablo Álvarez pablo.alvarez@budenheim.com	+34 961479019 / +34 961479151 +34 680970772 www.budenheim.com
	Bullseye Food Marketing Food Industry Development Consultants	Unit 1 G, the Atrium, Blackpool Business Centre, Blackpool, Cork, Ireland.	Kieran O' Connor 087 2781044 koconnor@bullseye.ie	021 4776644 www.bullseye.ie
	Delaney Corporate Finance Corporate Financial Advisors	The Rising Tide Centre, 35 South Street, New Ross, Co Wexford, Ireland	George Delaney 087 6299317 george@delaneycorpfin.com	051 448326 / 051 448327 051 448327
	Douglas Engraving and Design Services Designs	Metro Business Park, Airport Road, Cork, Co. Cork, Ireland	Kieran Browne 087 2347662 kieran@de-signs.ie	021 4314355 / 021 4965421 www.de-signs.ie
	Exhibit Design Group Graphic Design Providers	Innovation House, 3 Arkle Road, Sandyford Industrial Estate, Dublin 18, Ireland	Martin O'Brien 086 2520029 martin@exhibit.ie	01 2176540 / 01 2930347 www.exhibit.ie
	FDE Japan Analyst - Food Distribution	Rathlumber, Edenderry, Co Offaly, Ireland	Kio Tanaka	089 4171586 tanakakk@iol.ie
	GEMBA Seafood Consulting Seafood Consulting	Bygstubben 4, DK 2950 Vedbaek, Denmark	Jens Henrik Møller jm@gemba.dk	+45 45 655504 / +45 45 655509 +45 40791011 www.gemba.dk1
	Green Horizons Internship Coordinator Cultural Exchanges & Mobility Management	31 Fernlea, Carrigaline, Co Cork, Ireland	Irene O' Connor 087 2825354 irene@greenhorizons.ie	021 4373648 / 021 4373648 www.greenhorizons.ie
	GSI Registration & Provision of Product Barcodes	Second Floor, The Merrion Centre, Nutley Lane, Donnybrook, Dublin 4, Ireland	info@gsl.ie.org	01 2080660 / 01 2080670 www.gsl.ie.org
	Hal Dawson (Fisheries Consultant) Training provider, Filleting and Handling	N. Ireland	Hal Dawson hal.dawson@btinternet.com	+44 (0)777 1815589 / +44 (0)28 38841995 www.irelandfish.com

Hilary Knight Communications Communications Management	156 Banbridge Road, Warrington, BT66 7BJ Co Down, Northern Ireland	Hilary Knight hilary@hilaryknight.co.uk	028 38881368
Holfeld Graphics Graphic Design Providers	Johnstown Lane, Dun Laoghaire, Co Dublin, Ireland	Rory Connaughton customercare@holfeldgraphics.com	01 2855233 / 01 2853061 www.holfeldgraphics.com
Kathy O Dwyer Internships Internship Coordinator	Rubiconcentre, Bishopstown, Cork, Co Cork, Ireland	Kathy O Dwyer www.internsinternational.ie	086 2288686 Internship Coordinator
Oakland International Limited Food Storage, Picking & Packaging	Seafeld Lane, Beoley, Redditch Worcestershire B98 9DB, United Kingdom	Richard Hill (IRL) richard.hill@oakland-international.com	+44 (0)152 7593952 / +44 (0)152 7593967 +44 (0)771 5764352 www.oaklandinternational.com
Repak - Packaging Recycling and Waste Management	Redcow Interchange Est, 1 Ballymount Rd, Clondalkin, Dublin22, Ireland	John Coleman john.coleman@repak.ie	01 4670190 / /01 4670196 www.repak.ie
Seafood Industry Consulting Processing & Marketing Seafood Consultancy	Piltown Road, Bettystown, Co Meath, Ireland	Joseph M. Somers 087 2477179 somers@indigo.ie	041 9827936 041 9827936
SpiceO'Life Limited New Product Development & Manu. Services	Units 1 & 2, The Square, Dunmanway Co. Cork, Ireland	Tom Kearney info@spiceoilifeld.com	023 45021 / 023 45060 www.spiceoilifeld.com
The Aquaculture Communications Group, LLC Aquaculture Communications and Media	22483 Ennishore Drive, Novi, MI48375, USA	Dave Conley dave@aquacomgroup.com	+1 (248) 3059440 / +1 (248) 3059441 www.aquacomgroup.com
The Food Hub Incubation Centre & Processing Units for Food Businesses	Carrick Road, Drumshanbo, Co. Leitrim, Ireland	info@thefoodhub.com	071 9641848 www.thefoodhub.com
The Food Technology Centre New Product Development, Nutritional Analysis, Mentoring & Training Services	St. Angela's College, Lough Gill, Co. Sligo, Ireland	info@thefoodtechnologycentre.ie	(071) 915 0734 / (071) 915 0741 thefoodtechnologycentre.ie
The Fresh Soup Company Contract Manufacturer	Units 7 & 8 Site 22, Duleek Business Park, Duleek, Co Meath, Ireland	Ronan Carr info@thefreshsoupcompany.com	086 8551931 / 041 9814505 086 8551931 / 041 9814331 www.thefreshsoupcompany.com

AFOS Smoking Equipment	Kingstown House, Saxon way, Priory Pk West, Hessle, East Yorkshire HU13 9PB, United Kingdom	Mike Sutton mchsttn@aol.com / info@afosgroup.com	+ 44 (0) 1482 372100 / + 44 (0) 1482 372150 + 44 (0) 7831 800773 www.afosgroup.com
All in a Shell Ltd Shellfish machinery	Dooniskey, Lissarda, Co Cork, Ireland.	Michael D. Barry allinashell@eircom.ie	026 42267/026 42645 www.allinashell.com
Avure Technologies Systems for high pressure removal of food borne pathogen	Quintusvägen 2, Bldg.343, SE-721 66 Västerås Sweden	Nigel Rogers (UK & IRL) nigel.rogers@avure.se	+44 (0)1543 473673 / + 44 (0)1543 473673 + 44 (0)7885 333708 www.avure.se
BOC Gases Gas Suppliers (Cooking / Gas packing etc.)	Little Island, Co Cork, Ireland	Kevin Hedderman 087 9884805 kevin.hedderman@boc.com	01 4091801 www.bocgases.ie
Depur Systems Ltd Depuration and re-circulation systems for Shellfish etc.	Moneycarragh Fish Farm, 60 Dromara Road Dundrum, Co Down, N. Ireland	John Smyth info@depurystems.com	+44 (0)28 43751860 / +44 (0)28 43751940 +44 (0)796 8343786 www.depurystems.com

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