



CASTLE
Leslie
ESTATE



Castle Leslie Estate *is now a B Corp!*

A B CORP IS A COMPANY WHICH has been certified by B Lab to meet high standards of social and environmental performance, transparency, and accountability, legally committing to balance profit and purpose.

Tell me more...

B CORP IS A GLOBAL CERTIFICATION that recognises businesses that don't just do well but also do good. To achieve it, companies must meet some of the highest standards of social and environmental responsibility—showing they care about their people, their communities, and the world around them.

For Castle Leslie Estate, this certification is significant. It's something which reflects the values we already hold every day. It's not just about running a world-class hospitality business—it's about how we care for one another as a team, how we support

independent businesses across the Border region, and how we give back to Glaslough, the community at the heart of our Estate.

Being a B Corp is recognition that when guests come here to relax, revive, or celebrate life's most significant moments, they are part of something bigger: a place that restores, regenerates, and uplifts everyone it encounters. From the suppliers we partner with, to the volunteering we do, to the welcome we extend to each guest, Castle Leslie Estate shows that hospitality can be both exceptional *and* purposeful.

*Business that ... care about their people, their communities,
and the world around them*

The Growth of the Movement

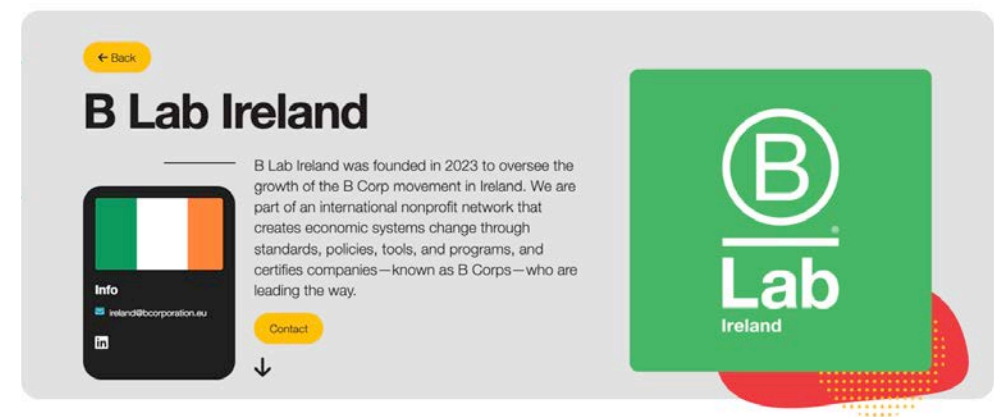
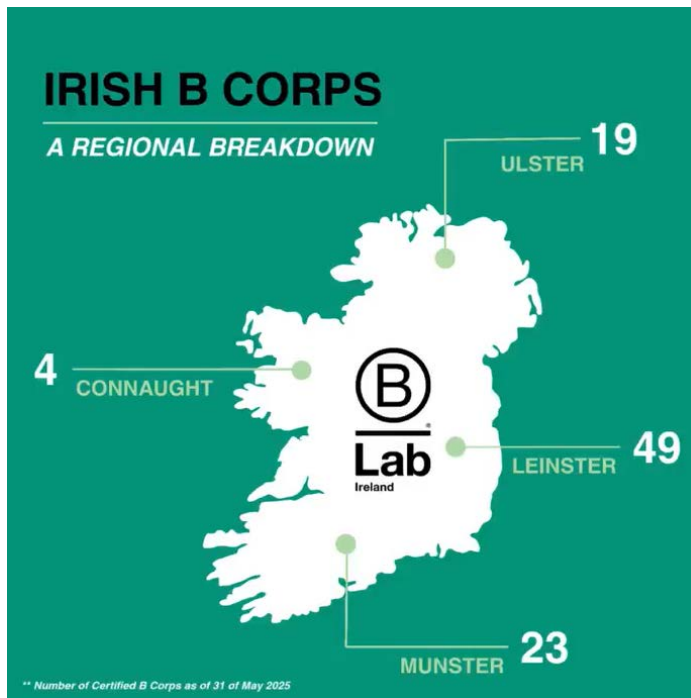
Globally, there are now over 9,000 B Corps employing over 800,000 people in 100+ countries. In Ireland, we proudly have over 60 B Corps, with many more in the certification process and 500+ businesses actively utilising B Lab's impact measurement tools in the past 12 months. Ireland is now home to one of the world's fastest-growing B Corp communities!

9.960+
Companies Globally

75+
B Corps in Ireland

161
Industries

1
Unifying goal





Why is Castle Leslie Estate taking part?

Castle Leslie Estate is already deeply committed to sustainability, community support, and ethical business practices. For example:

- » **Supporting local SMEs:** Over 42% of supplier spend is within 50km, with over €3.1m spent on independent businesses, many in the under-invested Border regions of Ireland and Northern Ireland.
- » **Championing inclusion:** 33 of 82 suppliers are majority-owned by women or underrepresented groups.
- » **Employee well-being:** 99.7% of staff are local to Monaghan, with volunteering encouraged (1,764 hours donated in recent years).
- » **Environmental action:** Efficiency measures are in place for energy and waste, with targeted reductions in landfill and energy use.

Becoming B Corp is a natural next step—it provides external validation for these efforts, ensures accountability through independent verification, and places Castle Leslie Estate among a respected global community of responsible businesses.



What are the benefits of B Corp for Castle Leslie Estate?

A

Recognition & Credibility

The B Corp certification signals to guests, staff, and partners that Castle Leslie Estate is a *values-driven hospitality business*.

It builds trust with conscious consumers who increasingly seek out sustainable travel experiences.

B

Competitive Advantage

It differentiates Castle Leslie Estate from other luxury hospitality providers by highlighting its leadership in sustainability and community impact.

It attracts socially conscious travellers, corporate retreats, and events looking for ethical destinations.



C

Employee Engagement & Retention

Being part of a purpose-driven workplace boosts pride, morale, and loyalty among staff.

It helps attract top hospitality talent who want to work in businesses that share their values.

D

Community & Local Economy

Impact

It strengthens Castle Leslie Estate's role as a cornerstone of the Monaghan and Border-region economy.

It showcases its investment in independent, women-owned, and long-term supplier relationships.

E

Continuous Improvement

The B Corp framework encourages ongoing progress, helping Castle Leslie Estate to set clear targets and track improvements in energy, waste, diversity, and governance.

It creates opportunities to deepen supplier engagement on sustainability and social impact.

A scenic landscape photograph featuring a vibrant green field in the foreground, a dense line of trees in the middle ground, and a dramatic sky with large, dark clouds. The sun is visible on the right side, creating a warm, golden glow. The text "The 5 Pillars" is centered in a dark green, serif font.

The 5 Pillars



At Castle Leslie Estate, becoming a B Corp means aligning our heritage and values with five key pillars that define what it is to be a truly responsible and regenerative business. These pillars — *Governance, Community, Environment, Workers* and *Customers* — reflect not only how we operate but also why our role as a family-owned estate, employer, and hospitality destination matters so deeply.

1

Governance is about how a business is run at its core. For Castle Leslie Estate, this means ensuring that our mission, ethics, transparency, and accountability are embedded in everyday decision-making. It reflects the estate's longstanding commitment to doing the right thing, openly and responsibly, in ways that are true to our values and respectful to our community.

2

Community highlights the role a business plays in the society around it. For Castle Leslie Estate, this connection is profound: we are rooted in Glaslough and the surrounding region, and our success is interwoven with the livelihoods of local suppliers, community groups, and civic life. Supporting independent businesses, investing in regional partnerships, and encouraging staff to give their time and skills to charitable causes are all ways the estate strengthens its ties and contributes positively to the broader community.



3

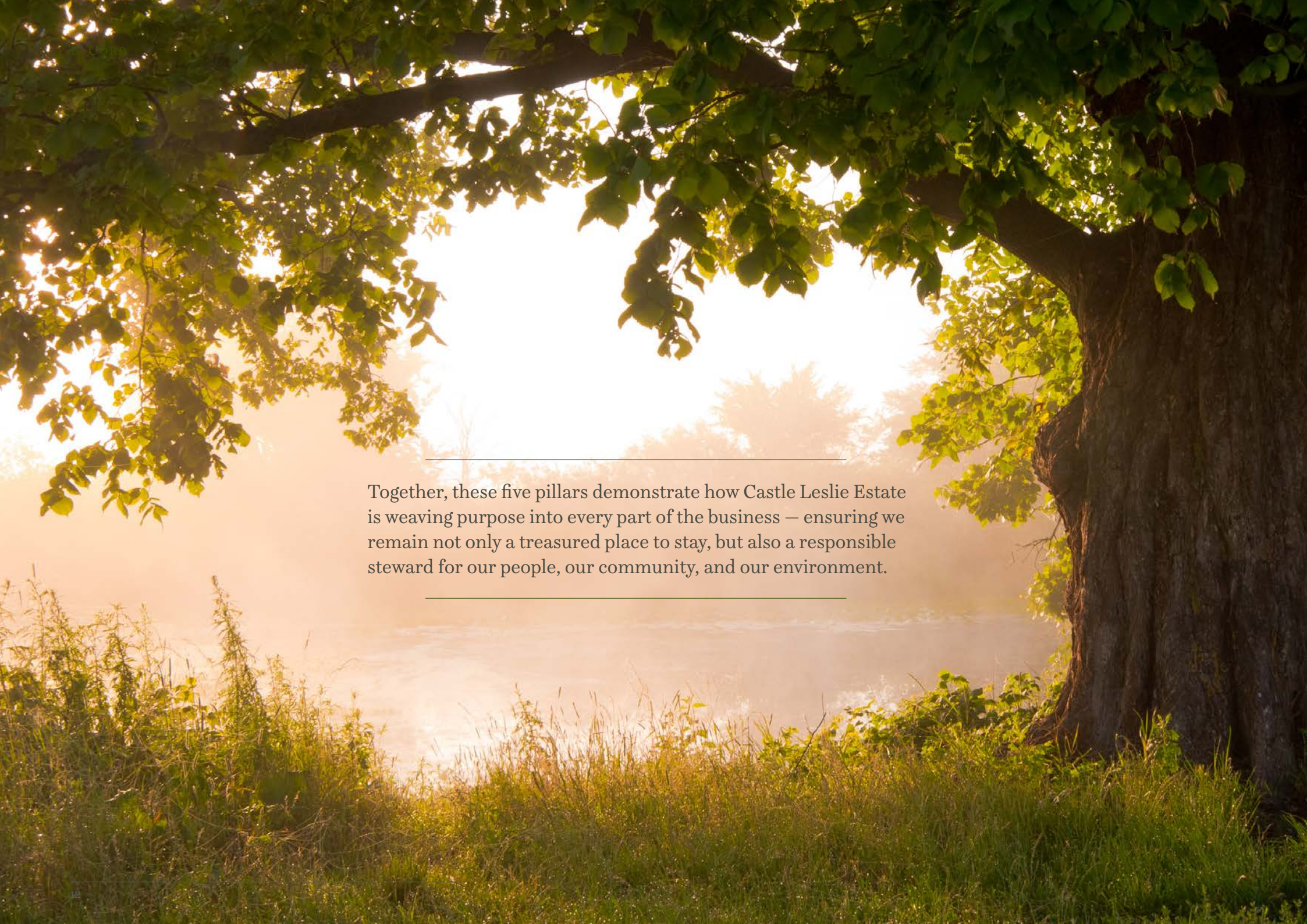
Environment recognises the responsibility businesses must protect the planet. For Castle Leslie Estate, safeguarding our land, water, and natural surroundings is central to who we are. From managing energy and waste responsibly to investing in biodiversity and innovative water projects on our farm, our focus is on preserving the unique environment of the estate for future generations, while operating in ways that respect and protect the world around us.

4

Workers focus on how employees are supported, developed, and engaged. At Castle Leslie Estate, our people are at the heart of everything we do. From providing a safe, welcoming workplace to creating opportunities for growth and career development, we strive to ensure that working here is not just a job but a meaningful and rewarding experience.

5

Customers reflect the value a business creates for those it serves. At Castle Leslie Estate, this means more than providing excellent hospitality. It is about delivering experiences that are restorative, regenerative, and deeply respectful of the trust our guests place in us. We aim to ensure that every interaction leaves a positive imprint, not only on our guests but also on the community and environment that make the estate special.



Together, these five pillars demonstrate how Castle Leslie Estate is weaving purpose into every part of the business — ensuring we remain not only a treasured place to stay, but also a responsible steward for our people, our community, and our environment.

A photograph showing a person's legs and feet as they plant a young tree. The person is wearing dark jeans and brown leather shoes. A yellow shovel is stuck in the soil next to the sapling. Another person's legs, wearing patterned pants and sneakers, are visible in the background. A discarded cigarette butt lies on the ground to the right. The scene is outdoors in a field with some grass and rocks.

Summary



Castle Leslie Estate — *Our B Corp Journey*

Certified B Corporation™ Score: 81.5

For fiscal year ending 31 December 2023

Castle Leslie Estate achieved a verified B Impact Score of 81.5, exceeding the certification threshold of 80 points.

B Corp is a standard that demonstrates our commitment to balancing profit with purpose — integrating social and environmental responsibility into every part of our estate and hospitality operations.

GOVERNANCE SCORE 15.8

We have embedded sustainability, transparency and ethical oversight into the heart of our governance.

HIGHLIGHTS

- » A mission lock in place, legally binding our commitment to consider people and the planet in every decision.
- » A formal Code of Ethics and anti-corruption programme with annual training and anonymous reporting.

- » Annual Board reviews of social and environmental performance.
- » Transparent reporting through sustainability statements, external audits, and third-party certifications such as Green Hospitality Gold.

“To preserve this unique part of Irish heritage for people to enjoy through innovative sustainable tourism.”



COMMUNITY

SCORE 22.1

Castle Leslie Estate has a deep and measurable impact on the Glaslough and wider Monaghan community.

ACHIEVEMENTS

- » One of the county's largest private employers with over 250* local staff, creating stable, inclusive employment.
- » Over €2.85 million spent each year with small scale suppliers of less than 50 employees, as well as collaborative support for micro businesses.
- » Founding supporter of The Leslie Foundation – protecting heritage, nature and education for future generations.
- » Sponsorship of Glaslough Tidy Towns, the Development Association, and local cultural events including Taste of Monaghan and the Glaslough Harriers Awards.
- » 89% of significant spend (top 80% expenditure) was with businesses on the Island of Ireland.
- » Active partnerships with EmployAbility Cavan/Monaghan and local colleges providing training and employment for students and those facing barriers to work.
- » “Friends of the Estate” passes offering year-round community access to the grounds and heritage spaces.

Goal: Continue to strengthen local procurement, education partnerships, and community initiatives through the UN SDG and ESGT frameworks.



ENVIRONMENT

SCORE 17.5

Our 1,000-acre estate is a living example of sustainable tourism.

KEY INITIATIVES

- » 100% renewable electricity since 2016; over 95% of lighting LED.
- » BioLPG and planned transition to solar PV and biomass.
- » Integrated Wetlands System treating all wastewater naturally.

- » Biodigester converting food and equine waste to compost.
- » Elimination of 99% single-use plastics, introduction of refillable guest amenities.
- » Local food sourcing policy: over 50% of produce within 100km; supplier code of conduct prioritising sustainability.

Certified Green Hospitality Gold, member of The Long Run and GreenHospitality.ie, working toward Platinum certification and carbon neutrality by 2030.



WORKERS

SCORE 21.9

Our people are at the heart of the Estate — over 200 team members working across hospitality, equestrian, estate management, and food services.

STRENGTHS INCLUDE

- » “Great Place to Work” accreditation, recognising staff engagement and wellbeing.
- » Workforce development impact programme providing inclusive employment for people with disabilities and chronic barriers to work.

- » Living wage and financial wellness initiatives.
- » Comprehensive training and development, from first aid to hospitality management sponsorships.
- » Free access to mental health support, eco-friendly period products, and flexible scheduling.

Ongoing focus: expand diversity, career pathways, and inclusion leadership training.



CUSTOMERS

SCORE 4.1

Every guest interaction reflects our mission to deliver meaningful, responsible experiences:

- » Transparent communication of sustainability goals in-room and online.
- » Locally inspired food philosophy — part of Good Food Ireland and Food Made Good movement.
- » Guest surveys include feedback on social and environmental impact.
- » Ethical marketing and responsible travel guidance for visitors.

THE LONG RUN

Our Continuing Commitment

Castle Leslie Estate's B Corp assessment is part of a wider journey aligned with the UN Sustainable Development Goals (17 SDGs and 70 targets supported) — from clean energy and biodiversity protection to equality, education, and community wellbeing.

We are proud to stand among businesses driving a global movement for sustainable tourism and hospitality excellence.



castleleslie.com

"Preserving heritage through sustainable hospitality."



We're now part of this club of world-class brands!



Chloé



GANNI

AVEDA

Alongside leading brands in Irish markets!

Bewley's



CarTrawler



riley.





Testimonials

Rose Marcario
Former CEO of Patagonia:

"The B Corp movement is one of the most important of our lifetime, built on the simple fact that business impacts and serves more than just shareholders; it has an equal responsibility to the community and to the planet."

Joanna Allen,
CEO of Graze:

"There can be a misconception that B Corps are fluffy organisations that are not commercially driven. Actually, if B Corp is going to be successful, it will be because it delivers for people, planet and profit."



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