

Our Impact



CASTLE
Leslie
ESTATE



*Castle Leslie Estate
is located in the peaceful village of
Glaslough in County Monaghan*



Our place in the local and global community

NESTLED ON 1,000 ACRES OF UNDULATING Irish countryside, surrounded by ancient woodland and glittering lakes. Castle Leslie Estate is one of the last great Irish Castle estates which is still in the hands of its founding family since the 1660's. The Estate is home to some of the most unique and enchanting accommodation on one of Ireland's most breath-taking estates.

OUR MISSION

TO PRESERVE THE UNIQUE PART OF IRISH HERITAGE for people to enjoy through innovated sustainable tourism. At Castle Leslie Estate, we believe that sustainable tourism is tourism that takes full account of its current and future economic, social, and environmental impacts while addressing the needs of visitors, the industry, the environment, and host communities (UNWTO, n.d.). We therefore aim to reduce our negative effects and increase our positive impacts. We strive to protect and enhance the environment and wildlife within the estate wall while retaining the historical home of the Leslie Family. That our guests find a refuge here from the outside world, a tranquil timeless atmosphere, wonderful staff, exceptional food, and discernible charm. We hope they leave here relaxed with a better understanding of the importance of the survival of historical buildings such as Castle Leslie. For our staff we aim to provide a healthy, happy, working team environment without which the above cannot be achieved.

A continuous and ever-evolving journey for hospitality

WITH A 200+ STRONG TEAM, 95 bedrooms within The Lodge, The Castle and our Old Stable Mews, Spa, Equestrian Centre, bars, and restaurant, and 1000 acres, Castle Leslie Estate is a big operation. We're striving to ensure our impact on the world is a positive one, by minimising our carbon footprint; playing our part in preserving natural assets for future generations; and actively using our voice and resources to give back where we can support our friends and neighbours, locally, nationally, and globally.

WE'RE ONLY AT THE BEGINNING OF THE JOURNEY, but it's a journey of continuous improvement. From our procurement protocols and our cleaning procedures, Estate Biodiversity, and our charity initiatives, we're striving to make Castle Leslie Estate a more socially and environmentally responsible place every single day. Here are some of the ways in which we're trying to make a positive difference.





ONE

B Corp

WE ARE NOW B CORP CERTIFIED, a significant milestone that highlights our dedication to social and environmental performance, accountability, and transparency.

In a landscape where businesses are often driven solely by profit, Castle Leslie Estate stands out as part of an elite group of companies committed to balancing purpose and profit. There are only a few thousand certified B Corps worldwide, reflecting a commitment to making a positive impact on society and the planet.



“B Corp certification is not just an accolade; it’s a mission to create a better future for our community and the world,” said Brian Baldwin, CEO at Castle Leslie Estate. “This recognition underscores our pledge to uphold high standards of social and environmental responsibility across all our operations.”

This certification demonstrates our unwavering commitment to sustainability, including initiatives such as sourcing local and organic ingredients, promoting ethical treatment of employees, and supporting local artisans and businesses. These practices not only enhance the guest experience but also contribute to the well-being of the local community and environment.

For guests choosing Castle Leslie Estate, this certification offers peace of mind, knowing they are supporting a company that prioritises people and the planet alongside profitability. Our estate’s efforts reflect a holistic approach to business, where every decision considers its impact on stakeholders, including employees, customers, suppliers, and the ecosystem.

We are committed to continuing our sustainability and social responsibility efforts and aim to inspire other businesses in the hospitality industry to follow suit. This certification marks a new chapter in Castle Leslie Estate’s pursuit of excellence in both service and ethical practices.

For more information about Castle Leslie Estate and our commitment, read our BCorp / Castle Leslie Estate brochure [here](#) →



TWO

Environment

Castle Leslie Estate is a working example of Sustainable Tourism, through its measures to protect, restore and safeguard the natural assets for future generations.

We are a proud member of Green Hospitality and currently hold a Gold Award accreditation. In addition, we were certified as a finalist in the Green Medium Sized Organisation of the Year at the Green Awards 2024, and we won the 2024 IASI Sustainability Award.



Our Goals

Having achieved Gold certification, Castle Leslie Estate is committed to working towards achieving the Platinum Award within the next 3 years.

Green Hospitality's internationally recognised Third-Party Environmental & Sustainability Certification Programme is aligned with the UN Sustainable Development Goals (SDG's), is based on the Global Sustainable Tourism Council (GSTC) and the EU Ecolabel Criteria, supports the Sustainable Hospitality Alliance (SHA) Pathway to Net Positive Hospitality and provides world class benchmark tools based on the SHA Hotel Carbon, Water & Waste Measurement Methodologies.

- 🌿 In 2025 83 litres per total guest- we want see this reduced to 70 litres.
- 🌿 Our waste per total guest for 2025 was 0.83kg, of which 0.47kg is recycled. For 2026 we plan further reductions of waste to 0.75kg per total guest.
- 🌿 For 2026 we aim to reduce our energy consumption to 15KWH per guest from 16.34KWH.
- 🌿 Continue to monitor and replace any boilers on the Estate with less than 85% efficiency.

- 🌱 All managers went through menopause training and supervisors up to management went through disability training. We have become Autism friendly with ASIAM and Monaghan Autism Friendly and even had a talk from Adam Harris from ASIAM.
- 🌱 To keep increasing the number of local producers we source from.
- 🌱 To continue the activity in our local community and further enhance our relationship with Tidy Town through and 'Adopt a Tree' campaign locally where Castle Leslie will sponsor the tree. Work with Greener Glaslough and other organisations in Monaghan to promote green initiatives and engage in further tree planting of native Irish trees locally outside of the Estate.
- 🌱 Introduce renewable energy resources on the Estate in 2026. Solar PV being a key project.
- 🌱 Continue to offer a carbon offset option for our guest whereby they can donate towards Tree Planting on the Estate of native Irish woodland trees. Working with Hometree, we have planted trees in a forestry area where continuous cover forestry (CCF) is practiced. Co-ordinates are: 52.868794, -9.362690
- 🌱 Our lighting is certified 95% LED by 3rd party inspection.

We are aware of the dangers of greenwashing and commit to communicate our efforts honestly. We commit to updating our policy on a regular basis.

Castle Leslie Estate's Alignment to Sustainable Development Goals

Contributing to the United Nations Sustainable Development Goals (UN SDGs)

At Castle Leslie Estate, we are dedicated to preserving our heritage, protecting the environment, and fostering a thriving local community. Sustainability is at the core of our operations, shaping our approach to responsible tourism, ethical business practices, and environmental conservation. Sustainable development is defined by the United Nations Brundtland Commission as: “Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” To reinforce our commitment, Castle Leslie has undertaken the Accelerating Action Tool, a structured assessment that helps businesses align with the United Nations Sustainable Development Goals (SDGs). This process has enabled us to identify where we have the greatest impact and where we can drive meaningful change. While all 17 SDGs are relevant, we have chosen to focus on six key goals that align most closely with our sustainability priorities.

SUSTAINABLE DEVELOPMENT GOALS



6 key goals we align most closely with



SDG 5

Gender Equality

Promoting equal opportunities in the workplace, supporting leadership development for women, and ensuring a diverse and inclusive workforce.



SDG 6

Clean Water and Sanitation

Implementing water conservation initiatives, including rainwater harvesting, efficient wastewater management, and water-saving technologies.

**SDG 8***Decent Work and Economic Growth*

Providing fair employment, supporting local businesses, and fostering sustainable economic growth in the region.

**SDG 10***Reduced Inequalities*

Creating an inclusive work environment, supporting employment opportunities for marginalised groups, and promoting fair labour practices.

**SDG 12***Responsible Consumption and Production*

Reducing waste, prioritising responsible sourcing, and embedding circular economy principles into our operations.

**SDG 15***Life on Land*

Enhancing biodiversity, rewilding landscapes, restoring natural habitats, and protecting local wildlife.

Waste

- 🌱 *Segregation* - All guest bedroom bins are fitted with segregated bins for general waste and recycling. All pantries, kitchens, offices, and operations departments have segregated bins.
- 🌱 *Monitoring* - We monitor our waste on a weekly basis recording usage and looking back at previous trends and how we can affect change. We have an online portal so we can see real-time data in relation to our waste levels.
- 🌱 *Recycle* - We recycle over 19 tonnes of cardboard/ plastic waste annually. We recycle over 30 tonnes of glass annually.
- 🌱 We encourage all our suppliers to deliver in re-usable containers where possible.
- 🌱 *Reusable* - Our takeaway containers and coffee/teacups are supplied by 2GoCup. Our straws and paper coasters are made from paper or a vegetable source.
- 🌱 *Single Use Plastic* - we have eradicated single use plastics from our toiletry range by 100%. The Lodge, Castle and Old Stable Mews have all switched to wall mounted refillable premium quality pumps for Shampoo, Conditioner, Body Lotion and Soap. We will have reduced 90,000 plus single use plastic items from our bathrooms and toilets per year, such as our shower caps made from natural fibres.

Waste continued

- 🌱 *REPAK* - We are certified members of REPAK.
- 🌱 *Paper* - Our toilet paper and printing paper verified as sustainably sourced.
- 🌱 *Batteries*- All our expired batteries are collected and recycled through WEE authorised collection points.
- 🌱 *Digital Guest Directory* - We have a digital guest directly and keep printed literature to a minimum on the Estate.
- 🌱 *Guest Communication* - We communicate with guests, via email, phone and a guest APP called Vamoos.
- 🌱 *Grease Traps* - We have grease traps located in all kitchens and under sinks.
- 🌱 *Contracts/ Handbooks* - We use Alkimii digital document and signing platform for all employee contracts, handbooks, SOP's, Fire procedures, Induction pack, meet the team etc. For both wedding and business contracts with clients we use DocuSign.
- 🌱 *Document Management System* - We encourage all suppliers to email invoices where possible and use a document management system to store this information, reducing printing and paper documents by hundreds of thousands of pages per year.
- 🌱 The Estate gives preference to digital channels over printed materials.

Energy

WE HAVE HAD TWO INDEPENDENT REPORTS compiled to help us steer a strategy with regards our energy usage and to highlight opportunities for us in the future to enhance what we are currently doing on our journey to becoming carbon neutral.

Action Renewables Report

Completed January 2022

Exemplar Energy Solutions Report

June 2023

We are currently studying these reports and are prioritising capital expenditure requirements on the basis of reduction of energy usage, sustainability and guest experience.

- 🌱 *Electricity* - 100% of electricity consumed on the Estate is certified Green- **1,183,652 KWH reducing our carbon footprint.**
- 🌱 *Gas* - 100% of Gas delivered to the Estate in 2019,2020, 2021, 2022 was Bio LPG reducing our carbon footprint. In 2023 due to a 300% increase in the price of BIO-LPG we have moved back to using LPG 1,837,360. In March 2025 after a pricing review with Calor Gas, we move back to BIO-LPG.

Energy continued

🌱 *Lighting* - Over 95% of lighting on the Estate is LED. We will continually improve this as replacements are required. Recent report by Exemplar has verified over 95% of the lighting in the lodge is LED.

🌱 *Monitoring* - We monitor our Gas and electricity usage on a monthly basis and continually look at ways to reduce consumption. Adding timers to heating controls, lighting sensors, moving to induction in kitchens over gas.

🌱 We have introduced 8 electric Robot lawnmowers which means we do not have to use petrol lawnmowers on large parts of the Estate gardens in The Lodge, Castle and Old Stable Mews. The lawn cuttings are so fine they act as a natural fertiliser to the grass. It also avoids tonnes of grass cutting becoming another form of waste.

🌱 *Upgrades* - As we upgrade kitchens, lighting, equipment, heating controls, heaters we constantly look to replace with more energy efficient options.
Example: We have moved to induction cooking completely in Snaffles and any future upgrades in other kitchens will follow suit, LED lighting, Electric vehicles, changing two stroke gardening tools and equipment such as strimmers and leaf blowers to electric.

🌱 *Electric Vehicles* - In 2025 we replaced our Hybrid Estate Vehicle with a fully Electric Vehicle. In March 2025 we moved all our Estate Vehicles that use traditional diesel over to HVO Biodiesel, which is manufactured domestically from vegetable oils, animal fats, or recycled restaurant grease. We have purchased new fully electric vans, and we plan to phase out the use of petrol and diesel vehicles by 2028 completely.

Energy continued

- 🌿 *Building Management System* - We use this as a tool for timing the heating controls in the Castle and the Lodge and change this throughout the year in order to achieve the most energy efficient use possible.
- 🌿 *Boilers* - We have undertaken a boiler replacement programme whereby we are committing to replace boilers with an efficiency of less than 85%. We have replaced 10 boilers in the last 3 years. All boilers are serviced annually.
- 🌿 *Current and Future Projects* - We are currently assessing two energy management reports and a list of opportunities that include the below. These projects have been costed and a priority list will be evaluated for capital expenditure.
 - Introducing Solar Panels to Equestrian Centre and Castle.
 - Biomass Heating System to replace Gas.
 - Thermal insulation for the Marquee
 - Sound Insulation to reduce noise pollution
 - Heating upgrades for the marquee that will reduce energy usage by 60%+
 - Water harvesting
 - Wind Turbines



Travel

- 🌱 *Local Link* - We lobbied for the introduction of a local link to the village of Glaslough to link neighbouring villages to allow our team members to use this bus route to and from work 10 times per day.
- 🌱 *Bike to work Scheme* - We promote the use of this scheme with our team and have partnered with a local Bicycle shop in Emyvale to provide this service to our team. This allows our team to save 40% on the cost of the new bicycle with no upfront cost as it is spread out weekly, taken from their gross salary.
- 🌱 *Staff Housing* - We only source staff housing from the local village, which in turn encourages our team members to walk to work.
- 🌱 *Guest Travel* - Guests are made aware of all public transport options that can be used to make their way to the Estate.
- 🌱 *Electric Car Chargers* - We added 4 electric car chargers to the Estate in 2022 and have put infrastructure in for another 10 chargers to future proof expansion. We plan to introduce another 4 chargers in 2025.
- 🌱 *Local Itineraries* - We promote the use of local amenities, suppliers, and travel routes. Such as biking with Drumakill Bike hire, Walk/ Cycle the Ulster Canal Greenway, visit Rossmore Park (most visited Coillte Forest park in Ireland). Experience Busy Bee Pottery in Glaslough village, Glaslough Chocolates.





THREE

*The Community
& Our People*



The Community & Our People

- 🌿 *The Leslie Foundation* (REGISTERED CHARITY) - was created to ensure that the Estate will continue to protect this natural historic environment.
- 🌿 *Childvision and Horseboy* - Our Equestrian Team have undertaken two weeks training to certify them in Therapeutic Riding Coaching and also to be Horseboy method practitioners. This has given the team a successful toolbox to achieve goal orientated results with Children and adults with disabilities.
- 🌿 *Village Brochure & Website* - Castle Leslie Estate provides information on the village activities and manages the Glaslough village Website.
- 🌿 *Fitness* - We sponsor the local running club and host their annual awards night. We offer discounts for local gyms, leisure centers and social clubs to our team.
- 🌿 *Refurbishments* - When completing refurbishments, we offer the local Community Centre and active community groups first refusal on furniture, electronics, crockery/ cutlery, glassware, dancefloors etc. We have many examples of this taken place throughout the years.
- 🌿 *Allotments* - Castle Leslie Estate provide an area for the use of allotments on the Estate. This initiative is full and has an active waiting list.
- 🌿 *Castle Leslie Estate Sponsors* - the Local Tidy Towns Committee and Glaslough Development Association.
- 🌿 *Friends of the Estate* - All members of the locality have been offered 'Friends of the Estate' cards which permits year-round access to the Estate.
- 🌿 *Guest Engagement on Social and Environmental performance*- We engage with our guests via a guest survey following their stay which includes questions around social and environmental impact.

The community & our people continued

- 🌱 *Community Events hosted at Castle Leslie Estate -*
 - Annual Lions Club Event
 - Glaslough Harriers Awards Night and road race in the village
 - Christmas Carol Service Fundraiser in St. Salvator's Church
 - Local bike trails with Drumakill Bike Hire
 - Integrated Wetlands Project
 - Castle Leslie Estate Walled Garden
 - Use of Glaslough pottery makers ceramics in the restaurant and Glaslough Chocolates in the bedrooms
 - Heritage walks of the Estate and gardens weekly.
- 🌱 *Local Schools, historic groups, and active retirement groups-* we host local schools and groups for wildlife and nature walks year-round.
- 🌱 *We are main sponsors for Taste of Monaghan, Sliabh Beag and Emyvale Ladies.*
- 🌱 *We have introduced www.weareriley.com*
Eco-friendly period products free of charge and available to our guest and staff. Made from 100% Organic Cotton, Free of toxins and supplied in biodegradable packaging.



The community & our people continued

🌱 *HR Stakeholders* - We have 6 senior managers who head the employee stakeholder and engagement team as a joint exercise. They promote:

- Employee Calendar of events, employee of the month, hero of the week, staff initiatives, awards, days out/get togethers, employee wellness, Employee assistance programme etc.
- Nominated charities who are supported for the year, with money raised for them through organising events throughout the year. Charities supported and fundraising programmes include cookery demonstrations. €1 guest donation added to every guest bill (can opt out).
- Outside of the above charities there are numerous other local and national charities that we support via sponsorship and gifting complimentary vouchers to the tune of €20,000 + per year.

🌱 *Employee Engagement*

- We have an Employee Forum that is made up of representatives from every department who meet once per month. Dedicated time in this forum is given to sustainability, social and employee related topics.
- Employees are briefed on our sustainable efforts at induction stage and within their starting documents.
- Staff partake in Surveys to as part of the Great Places to Work programme and Failte Ireland Employer Excellence programme. This happens annually and give us an opportunity to gauge their feelings and get feedback on achieving organisational objectives, employee's wellbeing, recognition, development, personal objectives, teamwork, inclusion, diversity and social responsibility.

The community & our people continued

- 🌱 *Remote Working* - We have a flexible approach to remote working where the role permits. We have 10 team members ranging from grass route level to senior management who work from home improving their work/ life balance and allowing us to retain them in their roles regardless of location
- 🌱 *Great Places to Work Accreditation 2025/2026*
- 🌱 *Faillte Ireland Excellent Employer Accreditation 2023/2024/ 2025/2026*
- 🌱 *IHF Expert Level QEP Certification*
- 🌱 *Diversity and Inclusion*
 - 98% of our staff stated people employed here are treated fairly, regardless of sexual orientation.
 - 96% of our staff stated people employed here are treated fairly, regardless of their race.
 - 89% of staff stated they are treated fairly, regardless of gender.
 - 57% of our team members are female
 - Over two 70% of our Senior Management Team are Female.
- 🌱 *Green Team* - We have a dedicated green team in place on the Estate. This is made up of Senior management team members and of representatives from each department via our employee resource group.
- 🌱 *Organisation Memberships*
 - Welcoming Estates
 - Friends of the Countryside
 - Historic Houses of Ireland



FOUR

Biodiversity



CASTLE LESLIE ESTATE HAS 1000 ACRES OF LAKES, grasslands, forestry, scrub, wetland, and marsh. The Estate sits in a landscape typical of north Monaghan, dominated by drumlin hills, wet hollows and lakes. The Estate is unique in its intactness with the absence of significant development, urbanisation and intensive farming throughout the demesne having created a bastion for biodiversity and precious habitats.

A wealth of biodiversity including protected habitats and species have been identified.

Exciting recent reports carried out on the Estate:

- 🍄 Important habitat and Species 2022
- 🍄 Rewilding Castle Leslie Estate:
Baseline Survey Report 2022
- 🍄 A Rewilding Vision & Start-up guide for
Castle Leslie Estate
- 🍄 Biodiversity Report September 2022

Over 98 species of plant species were recorded within the sample sites and 18 types of trees.

Our Lakes operate on a “Catch & Release Policy” – birds nesting on the lake are given freedom and space to do so – left uninterrupted.

Our Fields contain natural wild grasses/flowers/ weeds and areas where fallen trees or marsh lands exist have not been drained or tampered with to allow wildlife to continue to thrive in these areas.

Deer/Foxes/Badgers, Pine martin, Bats are protected within the Estate walls – we do not permit the hunting or shooting of these animals over the 1000 acres, outside of a controlled annual culling of deer.

Biodiversity continued

Equestrian Centre – houses over 25 of our own equine friends. We plan to compost their waste from July 2023 via a biodigester. We regularly rehome our horses on retirement.

Forestry- The Estate Management undertakes an annual review of the forestry throughout the estate. We actively engage with a professional Tree Surgeon and advisors on how to best preserve old species of trees to prolong their life span and to continue to look at ways of regeneration of areas for wildlife etc.

Walled Garden – We created a “Farm Life Project” to broaden our guests’ experience by introducing the production of our own eggs and honey which we supply across our dining offering on the Estate.

- 🌱 *Flower and Plant bed* - The Walled Garden houses an abundance of beds used to grow produce for the Estate in our bar and restaurant.
- 🌱 *Beehives* - We have 5 Beehives in the Walled Garden which house bees that produce honey from the natural wildflowers on the Estate. The Honey is used by our chef in cooking and put on our breakfast buffets for our guests to enjoy.
- 🌱 *Ducks and Hens* - We introduced ducks and hens to the Walled Garden. Castle residents are offered a choice of each to enjoy with their breakfast.

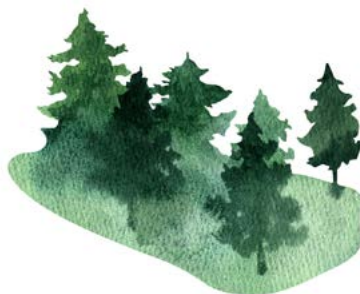


Recent Studies

Through our recent studies and reports we can understand more about the specific areas of the Estate. Some of these areas are explained in more detail below:

The Big Woods – At the highest point of the Estate is the largest stand of mature woodland, known as the Big Woods. This woodland abounds with a mix of veteran, mature and semi-mature native trees in an open woodland setting. The woodland is dominated by Pedunculate Oak (*Quercus robur*), Ash (*Fraxinus excelsior*) and Yew (*Taxus baccata*), with occasional Willows (*Salix Spp*) in wetter areas.

Dream Lake – An area of Riparian Woodland along the shores of a small lake, known as Dream Lake, are exceptional in terms of both their age and degree of naturalness. This woodland is classified as wet pedunculate oak-ash woodland. It is associated with areas that are flooded or waterlogged in winter, but which dry out in summer. This area is dominated by Willows (*Salix spp.*) and Alder (*Alnus glutinosa*). Pedunculate Oak (*Quercus robur*), Ash (*Fraxinus excelsior*) were occasional. Another notable inclusion here was Buckthorn (*Frangula alnus*) which is rare in Monaghan.



Recent studies continued

Grassland Habitats – Semi-natural grasslands make up about 13% of the entire estate and cover an approximate area of 44ha. These are found in two main area at the north and south of the site. Both are found within open parkland type habitat with mature Oaks present throughout the grassland habitat area. Neither grassland receives regular fertilisation nor has been reseeded in living memory

Eutrophic Lakes – Over 30ha of the site is composed of open standing water in the form of naturally eutrophic lakes which are the typical lake in this part of the country. These are composed of one large lake Glaslough and two smaller lakes Kelvey Lake and Dream Lake.

Kelvey Lake is isolated from the others while Dream Lake and Glaslough are connected by a thin channel. Eutrophic lakes are naturally high in nutrients and base rich. Their waters are usually discoloured or turbid, often grey to green in colour from abundant algae and suspended matter.

Annex II Bird Species and Annex I Mammal Species – Surveys in both 2021 and 2022 were carried out for terrestrial mammals, bats, and birds on the Estate. Glaslough and the sites series of interconnected and isolated lakes provide prime habitat for a number of Ireland and Europe's protected species. IUCN Red list species European Otter (*Lutra lutra*) have been recorded. This species is noted as at risk of extinction.

Recent studies continued

The sites lakes, woodlands and wetlands provide habitat for a range of birds of high conservation concern in Ireland and Europe. Several birds of conservation concern have been noted. These include red list species of high conservation concern specifically Barn Owl (*Tyto alba*), European Golden Plover (*Pluvialis apricaria*), Little Egret (*Egretta garzetta*) and amber list species such as Kingfisher (*Alcedo atthis*), Common Redshank (*Tringa totanus*), Greater Whitefronted Goose (*Anser albifrons*), Merlin (*Falco columbarius*), Peregrine Falcon (*Falco peregrinus*) and Whooper Swan (*Cygnus cygnus*).

Castle Leslie has applied for formal Irish Government protection status for its woodland under the Native Woodland Conservation Scheme, a process which is ongoing. The waterbodies at Castle Leslie are proposed natural heritage areas by the Irish National Parks and Wildlife Service. The Woodlands at Castle Leslie are also listed for inclusion in the Ancient and Long-Established Woodland status LEW(I). The woodlands known as Big Wood were also included for classification in the National Survey of Nativ



<i>Endangered</i>	<i>Alcedo atthis</i> (Kingfisher)	I EU BD, Amber list
<i>Bird Species:</i>	<i>Crex crex</i> (Corn Crane)	I EU BD, Red list, AEWa, CMS
	<i>Larus ridibundus</i> (Black-headed Gull)	Red list, AEWa
	<i>Tyto alba</i> (Barn Owl)	Red list
	<i>Vanellus vanellus</i> (Northern Lapwing)	Red list, AEWa, CMS
	<i>Numenius arquata</i> (Curlew)	II (2) EU BD, Red list, AEWa, CMS
	<i>Cygnus cygnus</i> (Whooper Swan)	I EU BD, Amber list, AEWa, CMS
	<i>Emberiza citrinella</i> (Yellowhammer)	Red list
	<i>Motacilla cinerea</i> (Grey Wagtail)	Red list
	<i>Saxicola rubetra</i> (Whinchat)	Red list

<i>At Risk Bird</i>	<i>Muscicapa striata</i> (Spotted Flycatcher)	Amber list
<i>Species:</i>	<i>Delichon urbicum</i> (House Martin)	Amber list
	<i>Columba oenas</i> (Stock Dove)	Amber list
	<i>Anas crecca</i> (Eurasian Teal)	Amber list, AEWa, CMS
	<i>Phalacrocorax carbo</i> (Cormorant)	Amber list, AEWa
	<i>Apus apus</i> (Swift)	Amber list
	<i>Cygnus olor</i> (Mute Swan)	Amber list, AEWa, CMS
	<i>Gallinago gallinago</i> (Snipe)	Amber list, AEWa, CMS
	<i>Hirundo rustica</i> (Swallow)	Amber list
	<i>Alauda arvensis</i> (Sky Lark)	Amber list
	<i>Tachybaptus ruficollis</i> (Little Grebe)	Amber list, AEWa
	<i>Podiceps cristatus</i> (Great Crested Grebe)	Amber list, AEWa

At Risk Bird

Species:	<i>Gallinula chloropus</i> (Moorhen)	AEWA
	<i>Fulica atra</i> (Common Coot)	AEWA, CMS
	<i>Ardea cinerea</i> (Grey Heron)	AEWA
	<i>Phalacrocorax carbo</i> (Great Cormorant)	Amber list, AEWA
	<i>Sturnus vulgaris</i> (Common Starling)	Amber list
	<i>Riparia riparia</i> (Sand Martin)	Amber list
	<i>Falco peregrinus</i> (Peregrine Falcon)	I EU BD, Green list
	<i>Carduelis chloris</i> (Greenfinch)	Amber list
	<i>Erithacus rubecula</i> (Robin)	Amber list
	<i>Passer montanus</i> (Eurasian Tree Sparrow)	Amber list
	<i>Ana platyrhynchos</i> (Mallard)	AEWA, CMS

Endangered Flora and Fauna	<i>Erinaceus europaeus</i> (European Hedgehog)	Wildlife Act, Red List
	<i>Lutra lutra</i> (European Otter)	EU HD II & EU HD IV, Wildlife Act
	<i>Martes Martes</i> (Pine Martin)	EU HD V, Wildlife Act
	<i>Meles Meles</i> (Badger)	Wildlife Act
	<i>Mustela erminea</i> (Stoat)	Wildlife Act
	<i>Austropotamobius pallipes</i> (White-clawed crayfish)	EU HD II & EU HD V, Wildlife Act

*At Risk Flora
and Fauna*

<i>Myotis daubentonii</i> (Daubenton's bat)	EU HD IV, Wildlife Act
<i>Myotis Mystacinus</i> (Whiskered bat)	EU HD IV, Wildlife Act
<i>Nyctalus leisleri</i> (Leisler's Bat)	EU HD IV, Wildlife Act
<i>Pipistrellus pipistrellus</i> (Common pipistrelle)	EU HD IV, Wildlife Act
<i>Pipistrellus pygmaeus</i> (Soprano pipistrelle)	EU HD IV, Wildlife Act
<i>Plecotus auritus</i> (Brown long-eared bat)	EU HD IV, Wildlife Act
<i>Zootoca vivipara</i> (Common Lizard)	Wildlife Act
<i>Rana temporaria</i> (Common Frog)	EU HD V, Wildlife Act





FIVE

*Our Suppliers
& Guests*



Procurement

WE'VE ESTABLISHED STRONG RELATIONSHIPS with our suppliers, many over several decades, and are committed to maintaining the highest ethical standards of conduct in all our business partnerships. Wherever possible, our procurement team sources from the local area – to reduce our carbon footprint and support the local economy.

- 🌱 We have over 50 local suppliers within 10KM of the Estate across a variety of trades.
- 🌱 We have introduced a supplier expenditure policy which sets ourselves a target to spend 50% of our non-labour expenditure with companies within 100KM of the Estate and giving preference to local suppliers where possible.
- 🌱 We have introduced a Supplier code of conduct policy which sets out our expectations on Human Rights, Health and Safety, Culture, Environment and Governance.

How can our Guests help?

- 🌱 *Travel* - We encourage guests to choose the most environmentally sustainable means of transport possible such as Electric Vehicles or public transport. We have information on public transport links on our website and we also provide electric charging points onsite.
- 🌱 Choose our '*Green Option*' whereby we do not service your room during your stay. Not changing bedlinen daily and not changing towelling unless requested.
- 🌱 *Electric use in bedrooms* - Remove your key card when leaving your room making sure that the electricity is switched off.
- 🌱 *Close windows if the heating is on.*
- 🌱 *Toiletries* - buy into our eradication of single use toiletries and understand our rationale behind the introduction of wall mounted pump options of high-quality toiletries.
- 🌱 *Shower* - Choose a Shower over a bath.
- 🌱 *Technology* - Embrace our use of digital means to contact you and keep you up to date. Using our digital guest directory and QR code in bedrooms.
- 🌱 *Waste* - Use our segregated bins for recycling and general waste within your bedrooms.
- 🌱 *Carbon offset* - We offer a carbon offset by where you donate toward the purchasing of native tree for the Estate.
- 🌱 *Local* - Choose local products and services close to the Hotel.
- 🌱 *Never* - Never leave waste on walks or disrupt nature.



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