

*Castle Leslie Estate Hospitality
Year End Report 2023*

CASTLE
Leslie
ESTATE





Report compiled by Brian Baldwin, CEO, Castle Leslie Estate.
Date: January 2024, updated March 2024



Brian Baldwin,
CEO, Castle Leslie Estate

Amazing

*Simply put, what an **Amazing** year
for the Hospitality Team at Castle
Leslie Estate.*

WE WELCOMED OUR LARGEST EVER number of guests to the estate in 2023.

Thanks to our **Amazing** existing, loyal, and new customers who have joined us this year on our Hospitality journey. We achieved our highest ever revenue for the estate, coupled with our highest ever EBITDA, since opening in 1992.

Our **Amazing** team achieved a total of 13 National & International Awards for 2023.

“Great Place To Work” Accreditation for 2023 was an exceptional achievement in recognising the great work of our managers and collective team in putting our values of Team Spirit front and centre.

Virgin Media Gold Medal Awards 2023- “Ireland’s Favourite Place to Stay”, as voted by our **Amazing** Customers for the 5th year, was also a very special moment for the team in putting our values of Great Customer Care front and centre.

Our Environment & Local Community were at the heart of our organisation in 2023.

We continued to support our very own Leslie Foundation with funding to help this charity start its **Amazing** Journey. Local & National Charities were heavily supported by our **Amazing** team, you will be able to read more about this in the following report.

We have implemented many initiatives in 2023 to begin our journey in transitioning into a more greener Hospitality experience, you will be able to read more about this in the following report.

Thank you for an **Amazing** 2023,

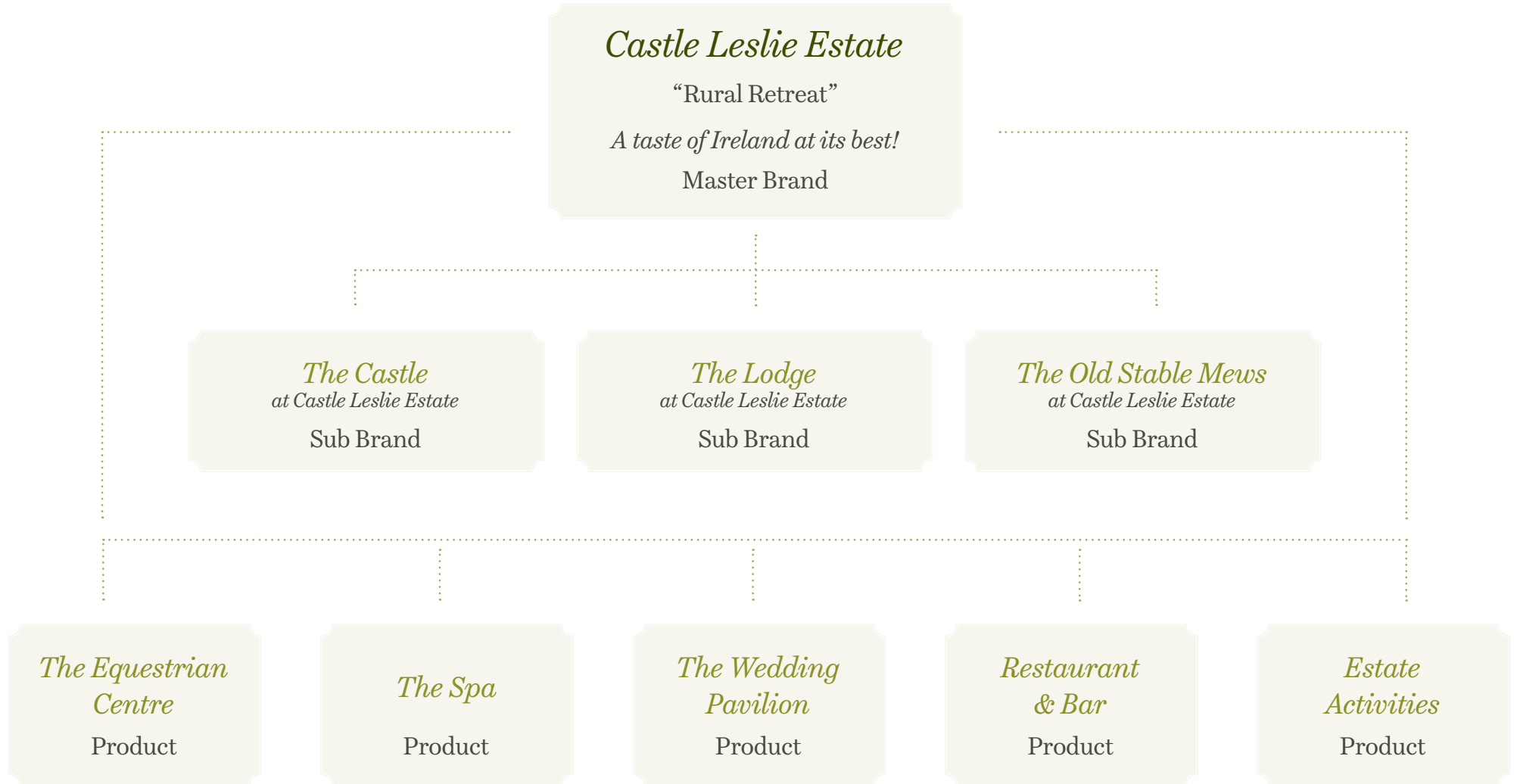
To our wonderful team and customers without which this *Amazing* Hospitality Journey would not be possible.

Brian Baldwin – Chief Executive



Our
Hospitality Product

Hospitality Product Offering



Castle Leslie Estate Today

Castle Leslie Estate, in County Monaghan, Ireland is nestled on 1,000 acres of undulating Irish countryside, dotted with ancient woodland and glittering lakes. It is one of the last great Irish castle estates still in the hands of its founding family. Following significant investment and a major restoration programme over the last three decades it is now truly one of the finest luxury resorts in Ireland.

The estate is home to some of the most unique and enchanting accommodation on one of Ireland's most breathtaking estates. The beautiful Castle Leslie Estate is full of character and personality and is the ultimate Irish rural escape.

Unlike most resorts, Castle Leslie Estate boasts a variety of accommodation to suit all tastes and needs.



THE CASTLE

The Castle, rich in unspoilt rural splendour and breathtaking artefacts, offers complete respite from the rest of the world. A haven of tranquillity, you won't find televisions, radios or minibars within the bedrooms. The Castle features twenty-one unique bedrooms - whether your idea of heaven is a romantic boudoir designed with relaxation and privacy in mind or flamboyant room decorated with rich deep colours, there's a room to suit your tastes.

THE LODGE

The Lodge offers a completely different experience to that of the castle. Complete with 50 rooms (additional 21 rooms added in July 2019) - each of which remain true to the building's original structure and buzzing with activity, there is plenty to keep yourself occupied at the boutique, country house style Lodge. The Lodge houses The Victorian Treatment Rooms, The Equestrian Centre, private function rooms, Conor's Bar & Lounge and the award winning Snaffles Restaurant.



LUXURIOUS SELF CATERING HOMES

For those looking for a self-catering holiday with family and friends there is the luxurious Old Stable Mews. The Mews offer guests independence with the option to avail of all the Estate has to offer.

A WEALTH OF ACTIVITIES ON OFFER

Whether your idea of a holiday is a romantic retreat, a relaxing break or an action-packed adventure, there is something for everyone at Castle Leslie Estate. A host of activities are on offer including pike fishing for the nature enthusiast, exceptional walking trails for those who want to breathe in fresh country air, clay pigeon shooting for the more adventurous, falconry for those to experience nature up close, a fabulous spa for rejuvenation and of course the famous world-class equestrian centre.

DINING ON THE ESTATE

When it comes to dining at Castle Leslie Estate, it's all about choice. We cater for those looking for casual dining as well as those seeking a more elegant and romantic experience. Guests can look forward to lazy breakfasts, light lunches or picnic lunches in the woodlands, Irish country cooking in Conor's bar & lounge or gourmet dinners in the 2AA Rosette award winning Snaffles Restaurant. There's little chance of anyone going hungry at Castle Leslie Estate.

No matter where you eat on the Estate, you will enjoy the best of classic Irish cooking. Castle Leslie Estate source regional and artisan foods locally and prepares and presents them with imagination and flair. Freshness is our by-word. Our daily baked breads, scones and homemade preserves are enough to tempt any guest.



Financial Outlook

Hospitality Costs 2023 versus 2019



Insurance increased
by 121.5%



Electricity increased
by 72.38%



Gas increased
by 13%



Payroll increased
by 19%



Rates increased
by 38.8%



Laundry Increased
by 30%



Credit Card Commission
Increased by 62%



Cleaning Supplies
Increased by 72%



An Ambitious Growth Trajectory

In 2023 Ireland's tourism industry was a €10 billion indigenous industry composed predominantly of regionally dispersed SMEs and employed almost 300,000 pre-pandemic according to the CSO.

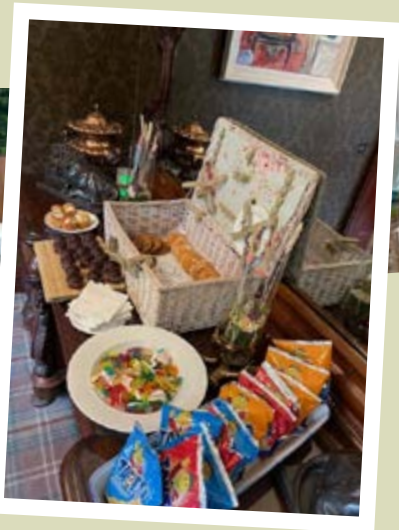
The Irish Tourism Industry Confederation (ITIC) say that by 2030 the tourism industry can be worth €15 billion to the national economy and can employ up to 350,000 people across the country.



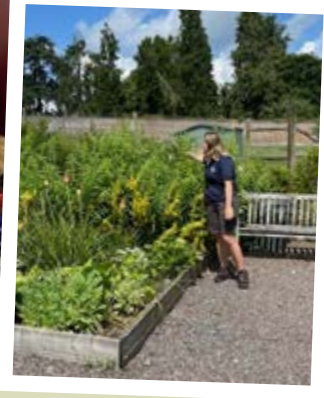
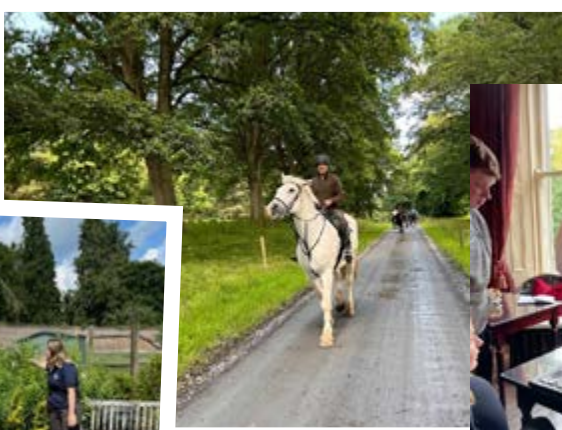
There is a projection of a 50% increase in the value of the sector with the volume of domestic and international visitors growing by circa 24% with a significant growth in the share of holiday visitors, including new value-added segments to boost revenue, together with an improved spread of demand throughout the year.

It is estimated that increased capacity to cater for the growth in demand would require 14,000 additional tourist accommodation rooms and up to 7 million additional seats on air and sea transport.



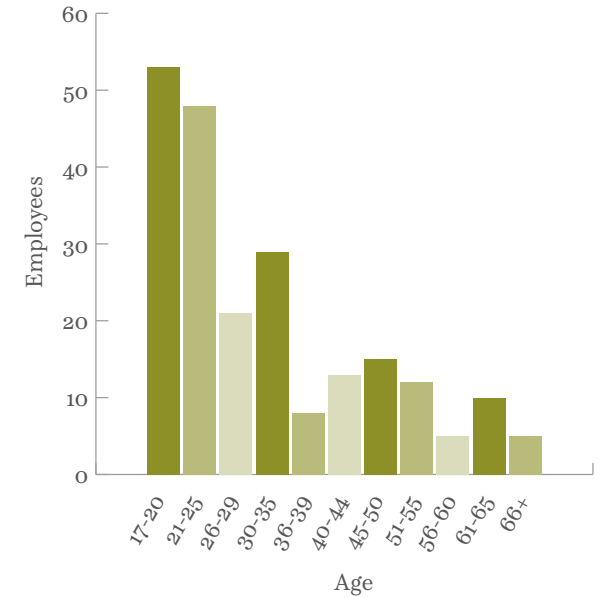


Our Team



Our Team

Our employees' age

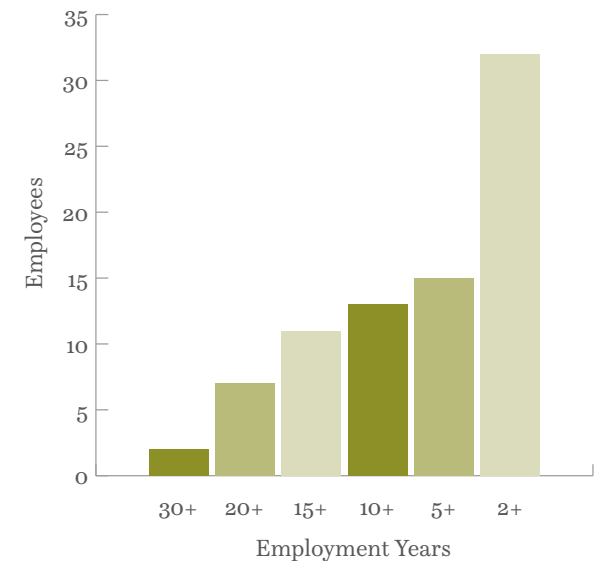


Gender balance



Length of service

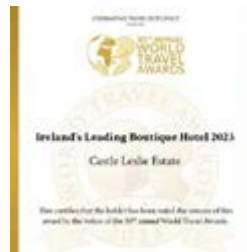
Over 36% of our work force have been employed for two years or more with 21% employed for 5 years or more and 15% here 10 years or more.



Accreditations 2023

- » **Fáilte Ireland** - Employer Excellence Gold accredited 'Outstanding Employer'
- » **Virgin Media Gold Medal Awards** - Ireland's Favourite Place to Stay (Overall Winner)
- » **Ireland's Castle & Heritage Wedding Excellence** (Overall Winner)
- » **Ireland's Sustainability/Leading Green Hotel** (Bronze)
- » **Great Place To Work 2023 and Best 120 Companies in Ireland 2023/2024**
- » **IASI Awards**- Gold Award for Excellence in Accommodation, Sustainability Award (Overall Winner)
- » **Irish Hospitality Institute Awards** - Aaron Duffy Executive Head Chef of the Year
- » **Irish Hospitality Institute Awards** - Conaire Quigley Finalist F&B Manager of the Year
- » **Monaghan Town Business Awards**- Best Hospitality
- » **World Travel Awards 2023**- Ireland's Leading Boutique Hotel
- » **Irish Loyalty & CX Awards**- Regional Ulster Customer Experience Award
- » Finalist in **All Ireland Sustainability Awards 2023**- Finished Finalist
- » **Irish Restaurant Awards**- Best Hotel & Guesthouse Restaurant
- » Gold Award from **GreenHospitality**

In addition to receiving the accreditation as a Great Place to Work we were also recognised as one of the Best Workplaces in Ireland. We were acknowledged as one of the Top 5 hospitality organisations and the only hotel in Ulster in the Best Medium Size Workplace™ in Ireland.



Appointments 2023

- » *Senior* Kevin Kenny - General Manager
- » *Kitchen* Andrew Leonard - Head Chef Lodge, April 2023.
- » *F&B* Manuela Fernandes - Restaurant Manager, October 2023.
Max Meriau - Restaurant supervisor from server April 2023.
Chris Purdy - Beverage Manager May 2023, promoted from F&B Supervisor.
- » *Front Office* Joao Bras promoted to Reception team leader December 2023
- » *Equestrian* Gemma Treanor, Promoted to Yard Manager September 2023

Staff Training/Sponsorship

- i.** *Equestrian* - Training & Financial Support through BHS Stage 2 & 3 Exams. Child Vision and Horseboy Equine Therapy Training. Equine Carriage Driving Course.
- ii.** *F&B* - College support for management, Wine Training-WSET 1 & 2, Site visits to suppliers to learn the products.
- iii.** *Kitchen* - HACCP Level 3 Course- Management of HACCP for Senior Chefs.
- iv.** *Front Office* - Online Training Course to help with administrative tasks through IHF
- v.** *Spa* - Voya onsite training, Eminence training in Dublin both for new staff and refreshers for other team members on our products.
- vi.** *First Aid* - 8 team members given Refresher First Aid Training and 6 new team members given First Aid Training
- vii.** *Manual Handling* - People & Training Manager performs at induction as went through training course to perform.
- viii.** *Fáilte Ireland* - Learnifi used both at induction and also team members assigned courses or free to use as a learning hub for themselves.
- ix.** Castle Leslie Estate has sponsored Matthew McAree's (Assistant Food and Beverage Manager) college fees. Matthew is in year 1 of a 2-year part-time course in International Hospitality Management with Dundalk Institute of Technology and will graduate in 2025.

Employee Engagement 2023

- i. All 91 new employees in 2023 undertook our induction programme within their first two weeks of joining the team. This covers, Meet the Team, Tour of the Estate, History of the Estate, Introduction to our Values, Sustainability Ethos, Diversity and Inclusion course, Customer service, Manual Handling certified training, basic food hygiene course.
- ii. 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.
- iii. Staff partake in Surveys 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.
- iv. 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.
- v. 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



Staff Family Engagement Days 2023

Easter: Easter Egg Hunt for Employees with family

Summer: Family party with magician and bouncy castles for all families including any employee who is aunts, uncles, grandparents

Back to School: Each employee with a child of school going age receives a €25 voucher that is issued in August of each year. 31 of these were issued in 2023 to a value of €775.

Christmas: we have a visit from santa for all employees with children, this day includes face painting, gift from santa.

Local School Activity

Currently building a week long TY program for 2024. This will encourage and let them explore a career in hospitality and show the many roles and jobs we have in the Estate. We will let them explore everything from a marketing project, cooking to gardening.



Great Places To Work.

The Great Place to Work Certification is a highly coveted recognition that measures the level of trust within our organisation. This prestigious certification was awarded to Castle Leslie Estate having scored over 65% on a comprehensive 73-question confidential Trust Index survey conducted among our employees. While being recognised and Certified™ as a Great Place to Work is often the most talked about aspect of the programme, it is important to note that this is just the tip of the iceberg. The true goal of our Great Place to Work journey is to create a Great Workplace where employees feel valued, trusted, and motivated to perform their best every day. This certification serves as a valuable tool for us to continuously improve the workplace culture and create a positive and productive environment for our employees.

Our Team Targets for 2024

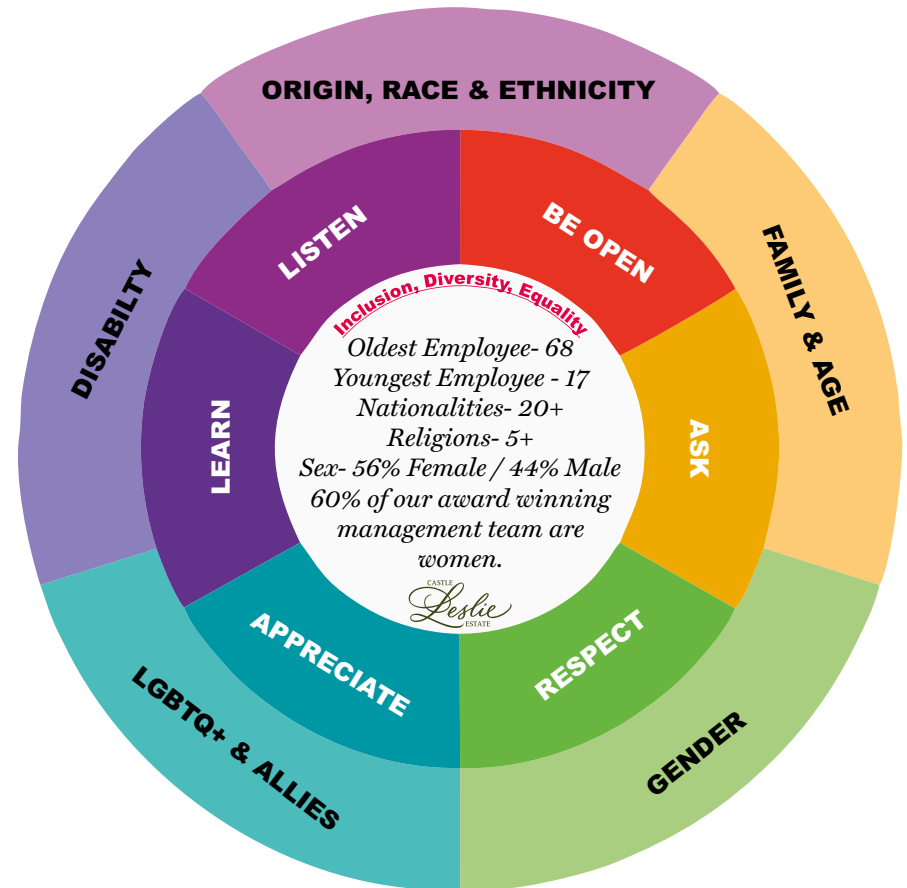
- » **Great Places to Work:** To maintain our accreditation and to achieve a Top 20 place to work in a Medium size organisation, and Top 5 within Hospitality organisations.
- » **Failte Ireland:** To maintain our accreditation as an ‘Outstanding Employer’ and to enrol any new supervisors, assistant manager, and managers in the following courses:
 - Fundamentals of People and Performance Management- Effective induction, -probationary practices, day to day internal communications to develop high performance teams.
 - Fundamentals of People and Performance Management- Personal Leadership with others, leadership styles, identify and improve your own style of leadership, highlight staff training needs, applying coaching techniques.
 - Fundamentals of People and Performance Management- Managing Performance day to day. Building effective strategies and resources to deliver optimal performance.
 - Performance Management: Achieving Team Success.
- » Aim to roll out **specific department online training** via Failte Ireland Learnifi.
- » All team members to undertake a **diversity and inclusion course**.
- » Equestrian team working towards training all staff to **BHS level 3**.
- » Target to employ 2 more team members via **Employability Cavan/ Monaghan** giving two more people who have long-term medical conditions, illness, injuries or disability the opportunity of employment in a mainstream workplace.
- » We plan to **reduce our staff turnover by 15%** in 2024.

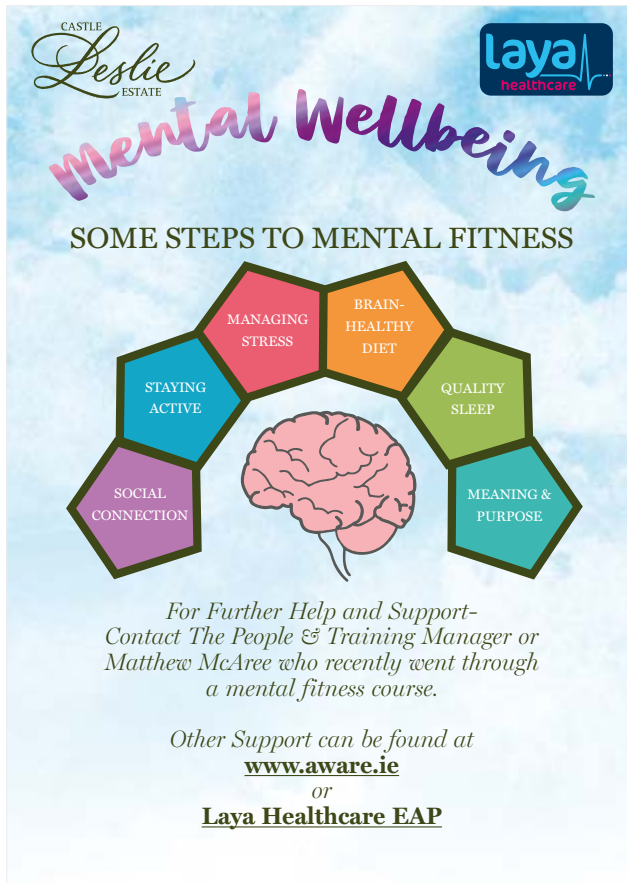
Team Member Benefits

Our Human Resource Stakeholder group along with our Employee Resource group made up of senior management and employee representatives from across all departments meet each month to discuss all matters related to our people. Each year a calendar of events is devised by the two groups to schedule a number

of events each month. These events cover employee engagement, staff events, wellness/ awareness, fitness, staff acknowledgment, staff reward, diversity & inclusion, future planning such as pension and healthcare planning, fundraising/ charity.

Some of the examples include:





Staff Welfare

Laya Healthcare Employee Assistance Program.

Mental health and wellbeing is an important part of our overall health. It affects everyone, but not everyone benefits from access to expert wellbeing support. Team members and their family members can contact Laya healthcare’s EAP directly 1800 911 909 (ROI) or 0800 0988 350 (UK). Access is available 24 hours a day, 365 days a year. It covers support in areas of counselling, legal information, financial information, consumer information, career guidance, life coaching, mediation, cancer support, autism support, infertility & pregnancy loss, elder care support, parent coaching, and international employee support.

- » Two managers trained in Mental Health Support.
- » Wellness Program created for January & February with session from Fin McKenna (Wellness Coach).

Benefits

- » Bike to Work, Uniform, Meals on Duty, Car Parking, Death in Service, Employee Month, Discount on Estate activities
- » Discounted Room Rates, Birthday gift, Birthday Afternoon with colleagues, Discounted Gym membership
- » Life Events recognised- birth child, marriage, engagements
- » Staff Events
- » End of year Voucher for all employees
- » Supervisor/middle management all receive a contra hotel voucher to say thank you but also experience other properties of a similar level to enhance their own knowledge.

Team Member Engagement Days

- » Pancake Day, Valentine’s Day, International Women’s Day, St Patrick’s Day
- » Mothers’ Day Gifts, National Biscuit Day- encourages staff to have a biscuit and a cuppa with someone from another department, Fathers’ Day, Pride,
- » Ice Cream Day, Summer Staff Party event, close the estate with activities for the team and food trucks to celebrate a busy summer and appreciate the team
- » Pumpkin Carving contest, Christmas Jumper Day, Christmas Lunch, Christmas Party and Employee Year

In Business 30 years... and growing
Still home to the Leslies

€1.5m+

Paid to Exchequer



75,000

Patrons that walk through our gates



€5m+

Paid in Wages to Local Staff



Contributing to the
LOCAL CIRCULAR ECONOMY
per year

CASTLE
Leslie
ESTATE

€1.6m

Paid to Local & National Food & Beverage Suppliers



200+

Local employees



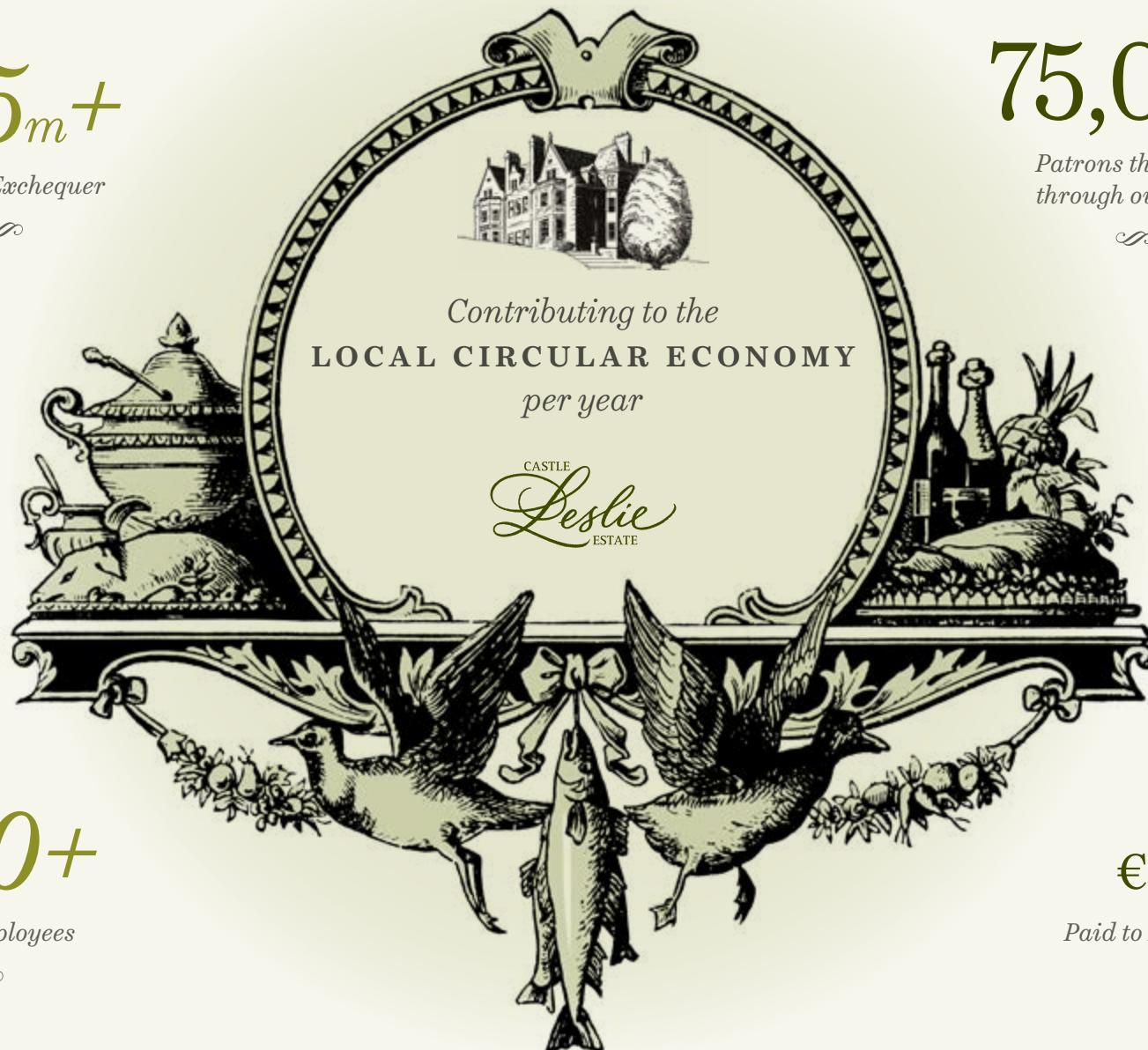
€2.2m

Paid to National Suppliers



€50+

It is estimated that for every guest we welcome to the Estate, they will spend a further €50 per person in the surrounding area.





Our Customer 2023



Our Hospitality Product

The Castle Leslie Estate experience is characterised as a Rural Retreat, a taste of Ireland at its best.



is

A getaway in a beautiful landscape, where the guest can do something different as well as lots of indoor and outdoor activities.

A place to be yourself, and relax in informal luxury.

An invitation to conviviality, or privacy, if you prefer.

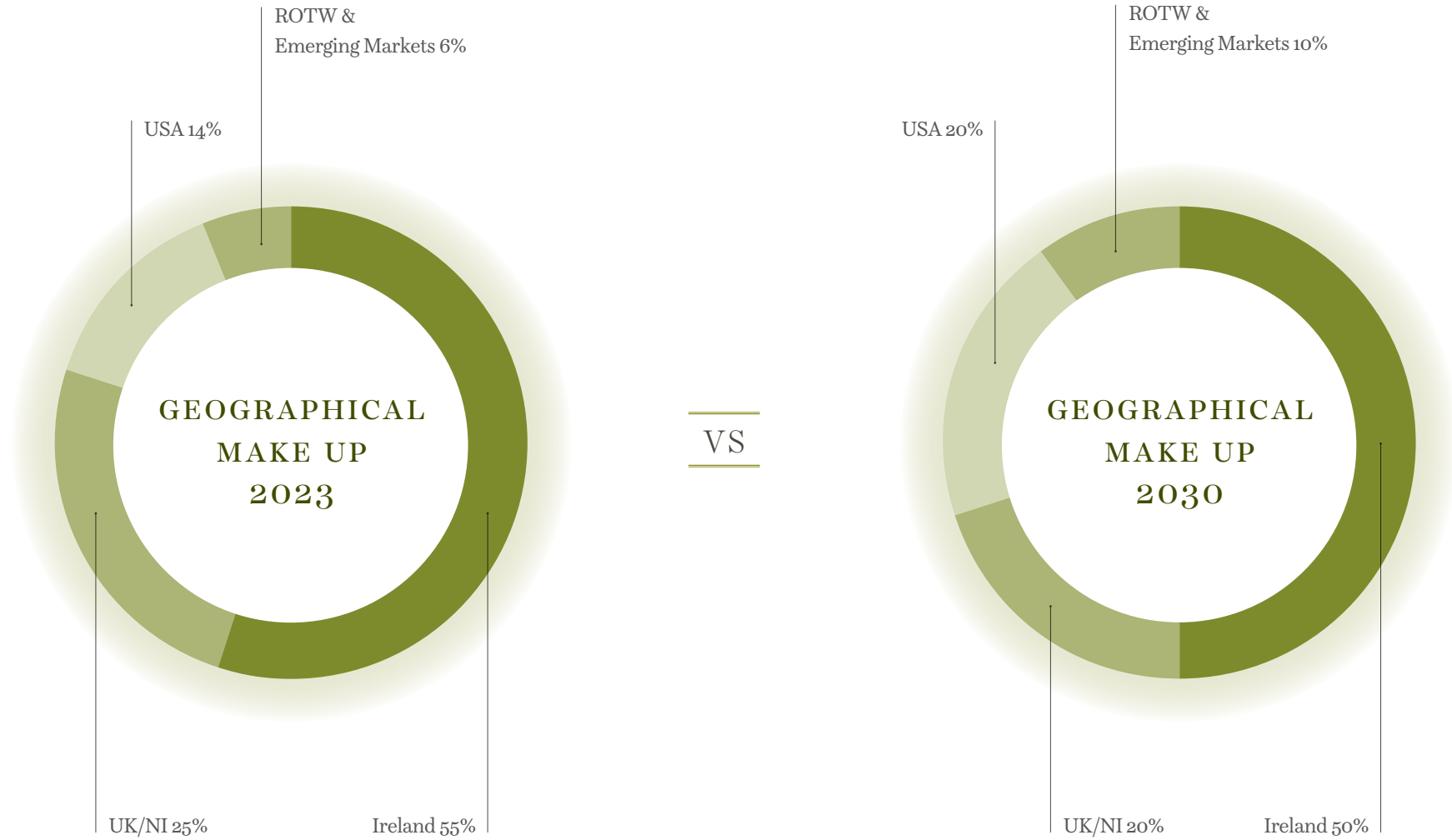
An exemplar of the highest standards of genuine Irish hospitality and warmest service.

A source of authentic Irish experiences – a place of character and characters, locally produced and sourced food, traditional culture, breathtaking landscape and leisure or sporting pursuits.

CASTLE LESLIE ESTATE HOSPITALITY DIVISION FOCUSES ON our key target markets and audiences, and delivers distinctive guest experiences that are aligned to the brand strategy. We are challenged every day to find ways in which Castle Leslie Estate stands out in a crowded market and when competition is still at an all time high.

The use of the word 'Estate' is essential to convey the extent of the offering available at Castle Leslie Estate. A simple master brand and sub-brand system was devised to define the types of accommodation on offer. The products are not considered sub-brands. They are part of the experience available within the Estate across all sub-brands (i.e. no matter which accommodation type a guest chooses, they are always a guest of Castle Leslie Estate and can avail of all the Estate has to offer.)

Where Do Our Customers Come From?



Why Do They Come Here?

Hospitality Customer Markets - Primary & Secondary



Product & Customer Improvements in 2023

Improvements we undertook to better serve our Customer, Team and Historical Infrastructure.

- » Castle bathrooms upgrade 2023 - Seymours, Normans, Lionels, Governess
- » Bedroom carpets, lino in The Lodge bathrooms and Old Stable Mews
- » Old Stable Mews upgrades to include; cobble kerbing of car park, recreational areas and entrance, new beds, painting, updating crockery and some soft furnishings
- » Lodge Showers – regROUT/ tile replacement
- » New Mirrors for indoor arena Equestrian Centre
- » New Tennis Court
- » Marquee: new carpet, marquee linings dry cleaned, bar painted, floor replaced around bar
- » Banqueting Kitchen Wash-up refurbishment and upgrade
- » New Horses for the Equestrian Centre



HEALTH & SAFETY IMPROVEMENTS

- » Road Markings- back of The Lodge, Equestrian centre and the back of the marquee
- » Car park Lighting upgrade in The Lodge and The Castle.
- » Avenue lighting upgraded
- » Cobble kerbing across the Estate
- » Lightning conductor upgrade March 2023 to Lodge and Castle
- » Extra security cameras around the Estate
- » New maintenance vehicle
- » New tractor for the Equestrian Centre

SUSTAINABILITY IMPROVEMENTS 2023

- » 5 boiler replacements as part of our boiler replacement programme
- » Bio digester for Equestrian Centre (equine waste and food waste)
- » Rainwater Butts, Toilet tank bags, Shower Water flow restrictors, Waterless Urinals all implemented as part of sustainability goals.
- » Additional Electric lawnmowers added



*Our Environment
2023*

Initiatives & Measurable Impacts

Failte Ireland Carbon calculator Complete.
For 2022 - 2KgCO₂ per guest versus International benchmark of 29.7KgCO₂ per guest. 72 Tonnes of Carbon.

We have partnered with Hometree and planted 300 native Irish Trees in 2023 as part of our Carbon offset. Location of these trees is: 52.868794, -9.362690

External Energy Audit complete for the Castle and the Lodge with report and recommendations.



PROGRESS

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 current hold an Eco-label accreditation. We aim to improve this accreditation further in 2024.



Water

- » Monitoring a 4 points in the Estate to ensure no over usage and to identify leaks
- » Reusable water bottles in rooms cuts down on 50,000+ single use plastic bottles
- » Toilets fitted with tank bags to reduce water usage per flush. Saving 80,000+ litres of water per year.
- » Waterless Urinals introduced to replace all conventional urinals. Savings in excess of 600,000 litres of water per year due to no flush.
- » Rain Water is captured in Rainbutts in the Lodge, Castle, Mews and Walled garden to remove hose pipe usage.
- » Chemicals for cleaning replaced with Stabilised Aqueous Ozone , a powerful natural cleaner and sanitiser.

Energy

- » 100% of our electricity on the Estate is certified as coming from renewable energy sources. Over 1,062,388 KWH
- » Gas- we are progressively moving away from using Gas where possible and moving to electricity where we can further enhancing our green credentials and reducing carbon output.
- » Lighting- An external 3rd party audit has certified our lighting as 95%+ LED
- » 8 Electric Robots were introduced to the Estate to save on petrol usage and work hours. The cuttings of the grass are so fine they act as a natural fertiliser and mulch into the ground, cutting down on tonnes of grass waste.
- » Electric Vehicles- we added two fully electric vehicles to our gardening fleet and one Hybrid Vehicles to our guest services fleet. We will continue to replace with electric where possible.
- » Our boilers have a minimum efficiency rating of 85% or more. We have replaced over 10 boilers in the last 3 years, these boilers all have an efficiency rating of 95% +.

Waste

- » Replacing Guest Directories, Guest Communication, Contracts, Employee Handbooks, literature, Document management systems with electronic systems has reduced paper waste by hundreds of thousands of pages of paper.
- » The Lodge, Castle and Mews have now replaced 99% of single use plastic with premium product pumps in room and public areas.
- » We introduced a biodigester to deal with our food waste and turn it into fertile compost.
- » All batteries are recycled at WEE authorised collection points.
- » Our paper and toilet paper is from verified sustainable sources.
- » All waste is segregated into glass for recycling, general recycling and general waste for incineration.

Travel

- » We lobbied for the introduction of the local link which is a welcome addition to the village, passing though 10 times per day. Providing an affordable option for staff to get to work.
- » Bike to Work scheme is in place for the team. We have partnered with a local bicycle shop in Emyvale to provide this service, potentially saving 40% on the cost of a bike for employee's.
- » Staff housing- we only source staff housing from the village and within 10KM of the Estate.
- » Guest Travel- guest are made aware of all transport options when booking. They also have the option to offset their carbon footprint by donation €5 per nights stay. We introduced this option in 2023 raising €490 towards planting native Irish Tree's.
- » Electric chargers x 4 onsite.
- » Local itineraries are use to promote local amenities, suppliers and routes.

Future/ Current projects

- » We have costed a 240KWH Solar array to provide 25%+ of the Lodge electricity, avoiding a further 48 Tonnes of Carbon.
- » We have costed a 300KWH boiler for the lodge to provide 85% + of the lodge heating and hot water, avoiding 191 Tonnes of Carbon.
- » Costed Thermal insulation for the Marquee.
- » Costed a new heating system for the Marquee.
- » Exploring Wind and Water harvesting energy.
- » We plan to expand our electric chargers onsite from 4 to 8 in 2024 and 2025
- » We have partnered with Trinity College Dublin and install a prototype heat recovery unit that involves using the hot waste water to capture waste heat which was formally lost down the drain. This is funded by Enterprise Ireland through the REHEATS project.

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.

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.

- » In 2023 our usage was 81 litres per total guest. In 2024 we plan to reduce this to 78.64 litres per total guest.
- » Our waste produced per total guest for 2023 was 0.61KG. For 2024 we plan to reduce this to 0.59KG per total guest.
- » For 2024 we aim to reduce our energy consumption per total guest from 15.79KWH in 2023 per guest to 15.33KWH in 2024 per guest. We also plan to introduce onsite renewable energy.
- » To increase the number of local producers we source from.
- » Continue to monitor and replace any boilers on the Estate with less than 85% efficiency.
- » To further implement training to promote a Diverse and Inclusive workplace where staff can work with dignity and respect.
- » Introduce a Biodigester that will turn our equine waste and food waste into compost we can reuse on the Estate.
- » 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 2024. Solar PV being a key project.
- » Introduce 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.



*Our Community
2023*

Proud to have raised... €9.5K in 2023

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 of the 'Taste of Monaghan' and provide a subsidised tasting menu for Monaghan Taste Club each year.

Our Charities

- » Crocus January to June 2023.
We raised €1,607.22
- » Shine a Light July to December 2023.
Focus Ireland. We raised €3,000

Our Fund Raising

Donation of vouchers to Community and Charities for fundraising:

- 9 x Afternoon tea for 2*
- 1 x €100 donation*
- 1 x €50 voucher*
- 1 x Hack*
- 6 x 1 Night B&B*
- 2 x 2 Nights B&B*
- 2 x 1 Night Dinner, B&B*
- 1 x 2 Nights Dinner, B&B*

Value of these complimentary vouchers in excess of €5199



Our Crocus donation



Shine a Light sleep-out

Our Volunteering

Tidy Towns

We have a close relationship with Glaslough Tidy Town and work with them on the upkeep of the village and appearance of the Estate and surrounding areas.

When we undertake refurbishments on the Estate and furniture, or equipment is offered to tidy towns and the local community firstly before going for potential recycling/ disposal.

The Estate continues to sponsor the land that is used for the community allotments located on the Estate and used by the locals.

St. Salvadors

We are proud in continuing to support our local church and grounds.

We carried out significant tree surgery to protect the historic church.

Our wedding couples who celebrated their wedding within the church contribute to the running costs and upkeep of the church.

Over the past 10 years, with our customers help, the church committee have replaced the roof and added a new childrens area and toilet facilities, all of which was helped by the donations of our Hospitality Guest.

Friends of The Estate

We have over 200 members of the Friends of the Estate Scheme whereby people from the surrounding area can register for an access card which allows them access to the Estate to enjoy the walks and surrounds.

Glaslough Primary School

Glaslough Primary School use the Estate grounds for nature walks and exploring biodiversity as part of their Green School Flags. The school has Green Flags for Environmental Awareness, Energy Awareness, Water, Travel and Biodiversity.



Employability Cavan/ Monaghan- Partnered with Monaghan/ Cavan Employability

Established in 2001, EmployAbility Monaghan | Cavan is a supported employment service for people with any long-term medical condition, illness, injury or disability. It is a registered charity, not for profit, company limited by guarantee.

The Estate provided two 7 week placements for two Adults via local employability scheme. After the completion of the work placement we were in a position to offer permanent employment to these two individuals.



Horse Boy Equine Therapy Public Information Event

103 people attended the Specialist Equine demonstration with Rupert Issacson and Childvision. Castle Leslie Estate funded this event at a cost of €2,500

This demonstration of the most cutting-edge approach to Autism, ADHD, Trauma and other Neuro-Psychiatric and Neuro-Divergent conditions with renowned Equine Therapy Specialist, Rupert Issacson.

There are three related approaches - the Horse Boy Method, Movement Method and Athena (all based on sound neuroscience), build on the many strengths not the deficits to produce lasting success in quality of life, academics, and careers. Practised in more than 30 countries, these approaches are fast replacing the more rigid therapeutic modalities that view neuro divergence only as a negative because they get results - in the home, in the classroom and in life.

Rupert Issacson is an accomplished public speaker and regularly gives conference key notes, college lectures and talks to special interest groups. These include areas such as travel, special needs, equestrianism, anthropology, creative writing, filmmaking, as well as his own autism break through programs of the Horse Boy Method (equine therapy for the nervous system and brain), Horse Boy Learning (kinetic learning K-12), and Movement Method (how to activate the learning centers of the brain through specific physical activities).



Childvision Equine Therapy Staff Training (February 2023) at a cost of €3,900

Five members of the team team undertook Training and certification in February 2023 with Childvision covering;

- » Visible and Invisible disabilities.
- » Language and engagement; how to support the individual and their parents/caregivers.
- » Sighted Guide; practical tips on what to do.
- » Creating an inclusive environment; simple environmental changes, menu options, “toolkit” of resources to have at hand.

What is ChildVision’s Therapeutic Riding Coach Course?

This Course was established as a partnership between ChildVision, AIRE (the Association of Irish Riding Establishments), HSI (Horse Sport Ireland) in response to the huge number of children and adults with additional needs presenting at Riding schools across the country for equine input.

Both AIRE and HSI were aware of work that Childvision had undertaken with the IAHAIO (International Association for Human Animal Interaction Organisations) Equine Task Force on defining best practice for Equine Assisted Activities around the world, and these guidelines formed the bones for the course elements.

Our extensive experience in Equine Assisted Activities coupled with the unique expertise available in Childvision from our Therapy and Vision experts has created a course that provides qualified equine professionals with a successful toolbox to achieve goal orientated results with children and adults with disabilities



Horse Boy Training at a total cost of €20,500

In February 2023 7 members of the Equestrian team completed both Horseboy 1 and Horseboy 2 courses.

HBM 1: The six points of the method, understanding the neuroscience of how it works, practical exercises with horses on how to deliver each of the six stages to achieve neuroplasticity.

HBM 2: Learn how to train and maintain the horse boy horse which comes down to lunging in a particular way to build topline, learning in hand shoulders in and counter shoulders in to help the horse bring its centre of gravity back, ridden

exercises to make the horse move in the soft rhythms that create positive change in the human nervous system and brain at all three gaits, how to use the long reins with a rider up and how to teach the horse to neck rein.

HB Practitioner Training

In November 2023, 3 members of the equestrian team undertook evaluations to become certified Horse boy practitioners.





Our
Heritage

National Heritage Week Activities

Each year during National Heritage Week a Tour of the Walled Garden takes place on 2-3 days of that week. The tour is hosted by Jacqueline Crowley, Castle Leslie Estate Archivist and Estate Head Gardener Dessie Clements and his team. A tour of St. Salvator's Church takes place after the Walled Garden. The tour sells out each year and usually has 100 people per tour.

Restoration of The Walled Garden at a cost of €30,000

In 2018 The Hospitality Team undertook the task of clearing up the walled garden, to allow guests an opportunity to see behind the Great Iron Gates.

Our work here involved sensitively removing rubbish and many years of over grown weeds/bushes and bramble. Over the next 6 years, we have introduced a central walk way with beautiful planting. We have added in bee hives, chickens and geese, whose produce is used within the kitchens

Over this past 6 years, we have opened up the garden to our guests and locals alike and the guests feedback has been amazing. We supported this project by investing over €30,000 and we are very excited about the future possible plans involving Failte Ireland and The Leslie Foundation.



Local Stone Mason and Hand Cut stones at a cost of over €100,000 to date

We have brought onboard a local stonemason to install hand cut stone kerbing throughout the Lodge car parks, Castle car parks, main avenue, Old stable Mews and Equestrian Centre.



Restoration of sections of Estate walls by stone mason

Our Stonemason has repaired sections of the Estate wall that were in disrepair.



Maintenance of estate paths for guests/locals to enjoy.

Walking routes and pathways around the Estate are maintained as much as possible weather permitting year round.

In 2023 Hospitality invested over €30,000 in the continual Historical Restoration of the Castle and old buildings.

Preservation of Castle Contents & Interior

Each year we undertake essential work in preserving/cleaning and restoring the castle floors, carpets, fabrics and furniture and artwork.

Restoration of artwork belonging to The Leslie Trust

Associated costs were €6,400.

Restoration work was carried out to the painting Madonna and Child. The primary concern with this painting was the severe flaking of paint predominantly in the top part of the painting. There were also some holes in the painting itself, and some issues with the panel and woodworm.

Preservation of Native Trees throughout the Estate (tree surgery)

Each year we undertake a review of our mature tree woodland, along the many guest walks and equestrian trails to ensure the safety of our guest, staff and visitors. Work is undertaken in the 1st quarter of every year, and by doing this work we aim to help preserve the mature trees and extend their life and reduce the risk of storm damage. It is a sizable investment and undertaking each year and we are fortunate to have a skilled local company that has carried out this work over the past 20 years.



After restoration



Before



Model Farmyard – cleaning up our image!!

The Farm Yard stables and yard area were cleaned and tonnes of equipment, scrap and general waste were removed to be recycled, scrapped or incinerated.

The farmyard was built in two phases. The first phase it the Georgian Structure dating from the 1780s. The second phase, which is the essence of the building we see today was constructed between in the late 1850s. The farmyard itself, had an important role in the growth of the estate. The building complex was designed by Colonel Charles Powell Leslie II, who ran the estate from 1800 to 1831. He was a keen architect

and innovator. The Farmyard was fully mechanised in the 1830s and this included a mechanised feeding system for the animals and many other innovations. During the Famine, Christina Leslie and her son Charles III, reversed this modernisations to provide additional employment and the farmyard was used as a soup kitchen providing sustenance for the local community and those who travelled from further afield. Later the family provided farm training and prize winning breeding programmes from the site.

Once the hub of productivity on the estate, today it is in need of restoration and given a new purpose. It is hoped that The Leslie Foundation and its Charity Partners will create a new life for this majestic space.





After



After



After



Our
Leslie Foundation



Registered Charity Number (RCN): 20151393

Founded 2017

In 2023 The Hospitality Division supported the Leslie Foundation by over €50,000

The Leslie Foundation is dedicated to restoring, conserving, and regenerating our lands and its ecosystems through rebalancing our connection with nature to create a healthier, more sustainable future for all.

By 2050 we aim to restore, conserve and regenerate 1000 acres of our land by reimagining its use through multi-stakeholder partnerships.

These partnerships will work to co-produce ecosystem-based adaptations, delivering socio-economic benefits, climate change adaptation and biodiversity and ecosystem conservation.

These adaptations/solutions will also yield benefits for others outside of our land by providing opportunities of scale, based on the success of our work.

- » Castle Leslie Hospitality has supported the work of the Leslie Foundation since its inception in 2017.
- » We understand that the long-term vision of the estate and the Leslie Foundation aligns with our own ambitions in continuing to deliver a sustainable tourism experience, alongside a sustainable estate.
- » In 2023, Castle Leslie Hospitality funded over €50,000 in financial support to The Leslie Foundation. We also host many of its quarterly meetings and its AGM. These meetings alongside the AGM contribute a further €8,000 in financial support to the Foundation.
- » In 2023, Castle Leslie Hospitality hosted the AGM of the IFRAH Foundation, a foundation in which Sammy Leslie was a founding member and active/now retired board member. This meeting was hosted by Castle Leslie Hospitality at a cost of €2,000.



Castle Leslie Estate, Glaslough, Co. Monaghan, Ireland

www.castleleslie.com TEL: +353 47 88 100 EMAIL: info@castleleslie.com