ENNISKILLEN — LOUGH ERNE, FERMANAGH

IMPACT REPORT · 2026

The Boatyard Distillery
Impact Report 2026

A public account of how we govern, employ, source, produce and share — with the honest numbers behind each.

REPORTING PERIOD	PUBLISHED	LOCATION	REPORT NO.
2025 – 2026	April 2026	Enniskillen	02 / 2026

What's *inside*.

This report is structured around the five impact areas of the B Impact Assessment, bookended by an overview and an evidence hub. Every section names its sources so any claim can be traced back to the underlying document.

01 Overview 03
Who we are, what we've certified, and the headline commitments

02 Governance 04
Materiality, KPI framework and accountability

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Culture Survey 2026, Human Rights Policy, JEDI

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Product quality and responsible drinking

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Policies, assessments and full source documents

OUR VISION

To become Fermanagh's first *globally recognised* brand.

Founded on the shore of Lough Erne in 2015, The Boatyard Distillery was the first legal distillery in Fermanagh since 1890 and, in February 2023, the first B Corp certified distillery in Ireland. This report is our public account of the years since.

92.1
B IMPACT SCORE, 2023 CERTIFICATION
Above the 80-point threshold for certification

100%
ORGANIC CERTIFIED PRODUCTION
Maintained since founding

2036
CARBON NEGATIVE TARGET
Interim: net zero by 2030

Not starting from zero.

Before this framework existed we had already segregated 100% of waste streams, run botanicals through an anaerobic digestor, sent wheat waste to local cattle, launched refill and eco-pouch formats across five US states, and been named Sustainable Distillery of the Year at Vin Exposium Paris.

> *We believe an inclusive business is a stronger, more resilient business.*
>
> — BOATYARD JEDI STATEMENT

WHAT THIS REPORT COVERS

- Governance, materiality and KPI framework
- Culture survey, human rights and grievance mechanism
- Environmental pillars, targets and Nature Value Chain
- Customer and community relationships
- Full policy library, downloadable

OUR PURPOSE

To inspire the world to drink better and enjoy a better time.

Adopted 2026, Purpose & Stakeholder Governance.

FAST FACTS

FOUNDED	2015
LOCATION	Lough Erne, Fermanagh
B CORP SINCE	February 2023
CERTIFICATION	Organic · Living Wage

AN HONEST NOTE ON NUMBERS

Several figures here are targets, not achieved results. Our first full carbon footprint is measured Q4 2026.

B IMPACT AREA 01

Governance

How decisions get made, and *who is accountable* when they do.

Over three workshops in spring 2026, our team and Future Shift completed a structured stakeholder engagement and materiality assessment. Six material impacts, six named owners, one framework that will carry us to recertification in July 2026.

A clear picture of *what matters most*.

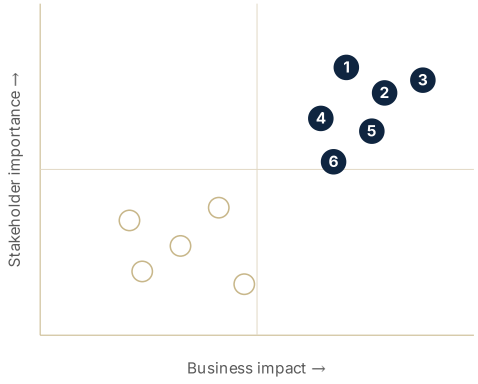
The materiality assessment engaged six stakeholder groups: customers, importers and agents, suppliers, employees, shareholders, and the local community. Six issues clustered decisively in the upper right of the matrix.

3
WORKSHOPS, APRIL TO MAY 2026

6
STAKEHOLDER GROUPS ENGAGED

6
MATERIAL IMPACTS IDENTIFIED

MATERIALITY MATRIX



Six issues plotted in the upper-right quadrant became our material impacts. A seventh, sustainability innovation, scored lower because the wider market has yet to catch up. We treat that as our lead-and-share opportunity.

THE SIX MATERIAL IMPACTS

#	IMPACT	OWNER
1	Relationships	Joe / Declan
2	Communication	Kate
3	Culture	Rebecca
4	Product quality	Joe
5	Brand development	Michael / Joe
6	Sales & eco-pouch	Michael

PUBLIC PURPOSE STATEMENT

A short, plain-language statement of what Boatyard exists to do — and for whom — will be published on our website by Q3 2026.

It will sit alongside the public grievance form, JEDI statement and climate action plan as commitments anyone can hold us to.

Six impacts, *measured*.

Each material impact carries specific metrics, indicative targets and a named owner from the Boatyard team. Progress is reviewed quarterly with Future Shift.

PRODUCT QUALITY & CONSISTENCY 01

Owner: Joe · Production

- Sensory analysis training, quarterly, all team
- QDA implemented; ABV input/output 100% batches
- Fill level compliance 99%+
- Consumer complaint rate below baseline

SALES VOLUME 02

Owner: Michael

- Cases sold, monthly, versus prior year
- Eco-pouch % of total sales, monthly
- Volume growth % year on year
- Points of Distribution: England, Canada, Ireland

COMMUNICATION 03

Owner: Kate

- Supplier satisfaction survey, annual
- All-colleague meetings, quarterly cadence
- Internal sustainability updates, frequency tracked

CULTURE 04

Owner: Rebecca

- Bi-annual pulse checks
- Mental health: training, speakers, herb garden, calendar
- Sustainability included in onboarding, 100% new hires
- Vision and OKRs completed, target July 2026

BRAND DEVELOPMENT 05

Owner: Michael / Joe

- Drinks International ranking, tracked annually
- Social media engagement reports, monthly
- PR reach, quarterly for US and UK agencies
- Distillery visitor and non-tour shop purchases

RELATIONSHIPS 06

Owner: Joe / Declan

- In-market visits, annual per territory
- Four-step process: pricing, training, visit, activation
- % spend with Fermanagh, Irish and EU suppliers, tiered
- Community activities logged per quarter

B IMPACT AREA 02

Workers

Fifteen people. Forty questions. *One honest picture*.

In March 2026 every member of the Boatyard team completed a 40-question Employee Culture Survey, benchmarked against the CIPD Good Work Index 2025. What follows are the strengths, the gaps we won't hide, and what we're doing about them.

Culture, *in the round*.

Eight dimensions of workplace culture, scored out of five. Below, the sectional averages alongside the highs we're proud of and the lows we intend to fix.

3.85/5
AVERAGE SCORE ACROSS ALL SECTIONS

100%
POSITIVE ON PEER RELATIONSHIPS
Highest possible score

80%
MOTIVATED TO DO THEIR BEST WORK
+29pp vs UK average

SECTION SCORES

WHERE WE ARE STRONG

- Peer relationships: 100% positive
- Psychological safety and inclusive culture: 87%
- Manager mental health support: 80%, +11pp vs UK
- Taking time off without pressure: 80%, +10pp vs UK

WHERE WE HAVE WORK TO DO

- Access to mental health resources: 33% positive
- Mission and values communication: 33% positive
- Climate and carbon communication: 40% positive
- Career development opportunities: 40% positive

Fair pay, fair voice, *fair remedy*.

Our Human Rights Policy (HR-POL-012) and Grievance Procedure (HR-POL-011) put formal structure behind the culture the survey describes. Both are public and downloadable in the Evidence hub.

HUMAN RIGHTS POLICY COMMITMENTS

- **Fair pay.** Real Living Wage for all staff, accredited Living Wage Employer.
- **Freedom of association.** The right to organise and bargain collectively.
- **Zero tolerance.** No forced, bonded or child labour anywhere in our operations or supply chain.
- **Due diligence.** Salient human rights risks identified, monitored and reported annually.
- **Supply chain.** Written expectations extended to importers, agents and material suppliers.
- **Remedy.** Confidential grievance mechanism, five working day acknowledgement, escalation path documented.

GRIEVANCE MECHANISM

Confidential intake through HR-POL-011. Acknowledged within five working days. Covers discrimination, harassment, health and safety, pay, working conditions, and wrongdoing disclosures. Independent of line management where required.

JEDI: JUSTICE, EQUITY, DIVERSITY, INCLUSION

As a B Corp, we believe an inclusive business is a stronger, more resilient business. Our JEDI commitments are formal, evidenced and reviewed annually.

"Company values diversity and inclusion" scored ***87% positive*** *in the 2026 survey.*

PRIORITY ACTION AREAS

HORIZON	ACTION
Immediate	Mental Health First Aider training; Wellbeing Policy
Short term	Purpose Statement co-created; quarterly all-hands
Medium term	Annual PDPs; small L&D budget per employee

WHAT WE WON'T HIDE

One in three of our team frequently feel under excessive pressure at work, twelve points above the UK average. We are investigating causes through structured 1:1s before the July recertification.

A source of *local pride*.

In Enniskillen and the wider Fermanagh area, our stakeholder workshops surfaced consistent, unprompted community support. Below, what that looks like in practice, and what we are formalising next.

HOW WE SHOW UP LOCALLY

- Barrel tastings, brand events and fundraisers hosted on the marina site
- Wheat waste routed to local NI cattle farms, zero to landfill
- Spent botanicals to local chocolate and jam producers
- Herb garden built by the team from reclaimed casks and pallets
- Employment and apprenticeship growth in a rural NI county

INDUSTRY LEADERSHIP

- Sustainable Tourism Conference, Killeavy Castle, January 2026, alongside Guinness Storehouse, SHS Group and Killeavy Castle
- Invest NI and CAFRE Distillers Conference, sharing the B Corp journey with the wider NI spirits sector
- Joe McGirr × Workhouse networking event, Enniskillen

WHAT ISN'T YET MEASURED

Formal community activity logging becomes a weekly team agenda item from Q3 2026, owned by Kate. Local supplier spend tiering by Fermanagh, Ireland and EU begins the same quarter, owned by Michael.

THE FARMER PARTNERSHIP

Every kilo of wheat we distil returns to a Fermanagh cattle farm as feed. Every kilo of spent botanical returns to a Northern Irish confectioner. The circular economy on our doorstep is community and environment at once, which is why it appears in both sections of this report.

STAKEHOLDER VERBATIM

"A source of local pride and economic contribution."

Community stakeholder group, materiality workshop, April 2026.

COMMUNITY KPIS

- Community activities logged per quarter Q3 2026
- % spend with Fermanagh / Irish / EU suppliers Q3 2026
- Barrel tasting and fundraiser count ROLLING

B IMPACT AREA 04

Environment

Five pillars. Ten measurable goals. *One decade*.

Our Sustainability Management Plan runs from 2026 to 2036. It is organised around five operational pillars and ten headline climate goals, each with a named owner and a target year. This is the longest section of the report because it is the most material.

The *five pillars*.

Each pillar has a "Now" state, a "Next" year commitment and a "2036" horizon. The full plan is in the Evidence hub. Below, a summary view.

01
WASTE & CIRCULARITY

NOW
Full waste segregation, botanicals to anaerobic digestor, wheat to local cattle

NEXT
Zero to landfill certified, 2028

2036
Closed-loop packaging returns

02
PACKAGING & FORMAT

NOW
Eco-pouch live in 5 US states; refill scheme active

NEXT
Reduce plastic heat seals; glass with recycled content

2036
50% of volume in refill or pouch format

03
ENERGY & CARBON

NOW
Grid electricity; baseline carbon footprint underway

NEXT
Solar + battery; net zero by 2030

2036
Carbon negative operations

04
INGREDIENTS & SOURCING

NOW
100% certified organic; local grain

NEXT
Juniper chain-of-custody data; effluent testing near Lough Erne

2036
Nature-positive sourcing across every SKU

05
PEOPLE & COMMUNITY

NOW
Living Wage Employer; team sustainability training rolling out

NEXT
1 tree per case, from Q4 2026

2036
Annual public reporting embedded

TEN HEADLINE CLIMATE GOALS

2026	**First Scope 1 & 2 carbon footprint measured**, baseline year for all subsequent targets	Q4 · JOE
2026	**Annual public impact report published**, this document is the first	Q3 · KATE
2026	**1 tree planted per case sold**, verified partner	Q4 · MICHAEL
2027	**Solar array + battery** commissioned on site; EECG grant secured	H1 · DECLAN
2028	**Zero waste to landfill**, third-party certified	Q4 · OPERATIONS
2028	**Glass with 70%+ recycled content** across all bottled SKUs	MICHAEL
2030	**Net zero operations**, Scopes 1 & 2	LEADERSHIP
2030	**50% eco-pouch / refill** as share of total volume	MICHAEL
2036	**Carbon negative** operations, verified	LEADERSHIP
2036	**Nature-positive sourcing** across every SKU, evidenced through value chain	JOE / MICHAEL

Nature, along *our value chain*.

EN-MON-007 assessed our value chain against the IPBES five drivers of nature loss. It named three highest-impact areas and one genuinely net-positive story we did not expect.

IPBES FIVE DRIVERS, MAPPED TO OUR OPERATIONS

01 LAND-USE CHANGE

Grain and juniper sourcing, botanical land footprint. Priority: juniper chain-of-custody.

02 DIRECT EXPLOITATION

Wild juniper harvest pressure. Moving to certified cultivated supply where possible.

03 CLIMATE CHANGE

Glass manufacture and organic neutral grain spirit dominate our upstream emissions.

04 POLLUTION

Wastewater discharge near Lough Erne. Priority: effluent testing baseline in 2026.

05 INVASIVE SPECIES

Low direct exposure. Monitored through supplier onboarding.

THE THREE HIGHEST-IMPACT AREAS

- **Glass bottle manufacture**, upstream, emissions-intensive. Action: recycled content targets by 2028.
- **Organic neutral grain spirit production**, upstream, land and energy footprint. Action: supplier engagement on renewable energy.
- **Wastewater discharge near Lough Erne**, site-specific. Action: effluent testing baseline in 2026.

A RARE NET-POSITIVE STORY

Our cork closures, sourced from Portuguese cork oak forests, sequester more carbon after harvest than the harvest itself releases, and the harvest cycle supports one of the most biodiverse habitats in the Mediterranean. It is a small line item on our BOM and a large line item on our nature account.

NEXT-STEP ACTIONS FROM EN-MON-007

- Glass with recycled content: specification and supplier trials
- Juniper chain-of-custody: data collection Q3 2026
- Effluent testing near Lough Erne: baseline sampling Q4 2026
- Reduce plastic heat seals across SKU range
- Formalise nature KPIs into next materiality review

TARGETS VERSUS ACHIEVED RESULTS

Our first full carbon footprint is measured in Q4 2026. Every "carbon" figure in this section is a target with a named owner and a date, not an achieved result. When we have measured data we will replace targets with actuals in the next edition.

Bought because of *the people*.

Our customer workshops surfaced something unusual. Price and value were notably absent from top priorities. Personal connection to Michael, Ciaran and Joe was the primary purchase driver.

99%
FILL LEVEL COMPLIANCE TARGET

Q
QUARTERLY SENSORY TRAINING FOR ALL TEAM

5
US STATES SHIPPING THE ECO-POUCH

WHAT CUSTOMERS SAID MATTERED

- Personal connection to the founders is the primary purchase driver
- Product quality and consistency is a non-negotiable baseline
- Eco-pouch is a meaningful differentiator and growing revenue contributor
- Price and value were notably absent from top priorities

PRODUCT QUALITY KPIS

- Sensory analysis training, quarterly, all team
- Quality Descriptive Analysis (QDA) implemented in production
- ABV input/output tracking, 100% of batches logged
- Fill level compliance rate, target 99%+
- Consumer complaint rate maintained below baseline

RESPONSIBLE DRINKING

"Drink better and enjoy a better time" is a two-sided statement. Better means less, more considered, and never at the cost of anyone's wellbeing. Age gating on our owned channels, no marketing to under-eighteens, and product warnings on every SKU are the minimum. A formal responsible drinking commitment is drafted and enters our next policy review.

WHAT WE STILL OWE OUR CUSTOMERS

We have no customer satisfaction metric today that matches the depth of our internal employee survey. Commissioning one, benchmarked externally, is on our short-term action list. Data handling and privacy are covered under our operating policies and will be surfaced separately in the next report edition.

> *They buy Boatyard because of Michael, Ciaran and Joe.*
>
> — CUSTOMER STAKEHOLDER WORKSHOP, APRIL 2026

Everything, *on the record*.

Every claim in this report can be traced to a source document. Below is the full library, available for download from our website or by request. If a B Corp assessor, customer or partner wants to verify a claim, this is where to start.

PDF

HUMAN RIGHTS POLICY (HR-POL-012)
Fair pay, freedom of association, due diligence and supply chain expectations. Reviewed annually.
POLICY · 2026

PDF

GRIEVANCE PROCEDURE & FORM (HR-POL-011)
Confidential intake, five working day acknowledgement, escalation path.
FORM · 2026

PDF

STAKEHOLDER ENGAGEMENT & KPI FRAMEWORK
Full materiality methodology, six impacts, KPI table with owners and targets.
REPORT · 2026

PDF

EMPLOYEE CULTURE SURVEY REPORT 2026
Fifteen responses, forty questions, benchmarked against CIPD Good Work Index 2025.
REPORT · 2026

PDF

NATURE VALUE CHAIN ASSESSMENT (EN-MON-007)
IPBES five-driver analysis, materiality matrix, prioritised action list.
ASSESSMENT · 2026

PDF

SUSTAINABILITY MANAGEMENT PLAN 2026–2036
Five pillars, ten climate goals, renewable energy roadmap with costed paybacks.
PLAN · 2026

PDF

JEDI STATEMENT
Justice, Equity, Diversity and Inclusion commitments, aligned to B Corp JEDI requirements.
STATEMENT · 2026

PDF

B CORP IMPACT ASSESSMENT SUMMARY
Public summary of 2023 certification score (92.1) and recertification progress.
SUMMARY · 2023

Prepared with Future Shift, B Corp Advisory. Recertification submission: 17 July 2026. Next impact report: Q3 2027.

A CLOSING NOTE

The best way to *predict the future* is to create it.

This is our second recertification year and our first fully public impact report. It will not be our last. If you spot something we could measure better, evidence more clearly, or commit to more ambitiously, tell us. That is how the next edition improves.

GET IN TOUCH
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LOCATION
Tullybay Marina, Lough Erne

NEXT REPORT
Q3 2027

PREPARED WITH
Future Shift