



**Marine & Lawn Hotels and Resorts are fully committed to being a sustainable business and this commitment forms a fundamental part of our wider Social Responsibility strategy. Sound sustainable development is also key to our environmental policy and supports our commitment to being a responsible business with a social purpose beyond our immediate boundaries.**

**This policy helps us:**

- Consider the resource impacts of our activities
- Consider the integration of sustainability into the services we offer our clients and candidates
- Consider how we support and participate in the communities in which we operate
- Consider our obligations to secure the well-being of future generations

**Our sustainability policy is based upon the following principles:**

1. Embracing the values of the circular economy by moving away from the 'take-make-dispose' concept and enforcing the six steps of the Waste Hierarchy.
2. Evaluating the environmental aspects of the business that have a lifecycle perspective, with a preference towards Sustainable Consumption and Production
3. Encouraging our waste handlers, both internal and external, towards a 'zero to landfill' aspiration.
4. Continually looking to reduce carbon emissions and fully offset that which cannot be avoided.
5. Compliance with applicable legislation and adoption of appropriate codes of practice.
6. Integrating sustainability concepts and opportunities into our everyday business decisions.
7. Making key suppliers aware of our Sustainability Policy and encouraging them to adopt sustainable management practices.
8. Ensuring that all staff are aware of our Sustainability Policy and embrace its principles.
9. Reporting, both internally and externally, on our sustainability initiatives.
10. Regularly reviewing this policy as the business evolves

**Our Sustainability Strategy:**

**Practical Steps**

**To put the ten policy principles into practice, we will strive towards the following actions:**

- a) Nominate at least one local representative in each Hotel for sustainability and environmental matters/issues, who can be a first point of contact for sustainability/environmental issues and provide guidance/assistance.
- b) Seek to purchase electricity from energy providers who can guarantee that it comes from renewable or low-carbon sources.
- c) Use collaborative technologies such as video conferencing or teleconferencing wherever possible to reduce business travel.
- d) Reduce the energy consumption of office equipment by investing in energy-efficient equipment.
- e) Minimise our use of paper and other office consumables (by defaulting to double-sided printing, using energy-efficient electric hand dryers, etc.)
- f) Recycle all possible office waste. Work with cleaning providers to establish the full waste stream availability.
- g) Carefully evaluate the potential benefits of single-use items as well as robust products with built in longevity.
- h) Encourage greater use of public transport for business travel through incentive initiatives.
- i) Purchase fair-trade and/or eco-certified supplies wherever possible and practical.
- j) Seek to work with local suppliers and support the local economy whenever possible.
- k) Seek to collaborate with partners who can help develop innovative approaches to sustainability.
- l) Liaise with local facilities teams for assistance on all practical steps.

**Hotel specific goals and targets include but are not limited to:**

- ✓ Recycle at least 35% of copy paper
- ✓ Recycle toners and computer consumables
- ✓ Use only eco minded soaps
- ✓ No foam cups used
- ✓ Permanent mugs used BOH for all employees
- ✓ Ensure relevant glass, cardboard and other consumables are fully recycled
- ✓ Use online only catalogues
- ✓ Look to use non bleach linen
- ✓ Recycle bins in all relevant offices and spaces
- ✓ Use of LED light fittings and bulbs

- ✓ Installation of light motion sensors where possible
- ✓ Recycled note books, pad and pens to be sourced where possible
- ✓ Where accepted non paper communications to be used for sales proposals
- ✓ Internal communications electronic where possible
- ✓ All water sourced locally where appropriate
- ✓ Organic teas and fair trade coffese used
- ✓ Recycled stirrers and serviettes to be used
- ✓ Recycled paper container in meeting rooms
- ✓ Ensure water temperatures set as low as practical
- ✓ Use environmentally friendly products where possible
- ✓ Bills printed on request only
- ✓ Low flush toilets where applicable



## **Our energy Guidelines**

**Our objective is to reduce energy consumption monitor and create a culture reducing energy wastage and to raise awareness of consumption.**

### **1. Take Advantage of Off-Peak Periods**

Where possible we will choose a utility company that offers lower rates during off-peak periods. Then schedule the use of energy consuming machinery, and performance of energy-consuming tasks to hold at off-peak periods when possible

### **2. Hire an Energy Audit Company**

Energy auditors are specialists who are trained to look through your factory and offices, and come up with professional ideas for helping you cut energy consumption rates.

### **3. Change Light Bulbs**

Where possible and in a scheduled rotating program we will use LED or CFL bulbs. We will consider changing all light bulbs from incandescent bulbs to CFL or LED bulbs as they are designed to consume at least 75% less energy than conventional light bulbs. They also have a longer lifespan.

### **4. Switch Off Equipment When Not In Use**

Encourage all employees to switch off all equipment that are not in use especially printers, computers, scanners, [coffee machines](#) and basically any equipment that makes use of electricity.

They should be switched off and unplugged from electricity outlets because they can still draw power when they are switched off but remain plugged in. You can also put a staff in charge of ensuring that all electronic devices are switched off, and unplugged especially during weekends and holidays.

### **5. Facility Manager**

We will task facilities managers within the business to champion energy control and efficiency

### **6. Thermostats**

Where possible a thermostat that can automatically adjust itself to the current temperature will be installed to avoid energy wastage.

### **7. Energy Saving Equipment**

When buying new equipment, make sure they are designed to conserve energy. Equipment manufacturers are becoming increasingly aware of the need for people to conserve energy at their offices and factories so they now make energy efficient versions of their products. Look out for these versions anytime you need to replace or purchase new equipment and if you can afford it, you could change all your old equipment to new, energy efficient ones.

### **8. Encourage the Use of Daylight**

Discourage your employees from using light bulbs all the time. You can encourage them to use daylight as much as possible, and switch on light bulbs only when it is really necessary.

### **9. Go Paperless**

You might not know this but processing paper costs your business a lot of money. Printers, photocopiers, and fax machines consume a lot of energy. You can completely cut out these costs by making your business an electronic one where you don't have to make use of paper at all.

#### **10. Produce on Demand**

You can also avoid energy-wastage by scheduling activities for times when you actually have sales demand for your products from customers. This way, you would be able to recoup your energy expenditure immediately, and also determine the cost effectiveness of your production process especially in terms of energy usage.

#### **11. Use Motion Detector Bulbs and Automatic Dimmer Switches**

Motion detector bulbs can be used as security lights instead of conventional bulbs. Motion detector bulbs would only come on when there is a human presence around the area.

This means that you don't have to use security lighting that stays on all night and this saves you some energy costs. You can also install automatic dimmer switches within your offices so that the lights can be adjusted to suit the lighting needs of the office, and energy wastage can be significantly reduced.

#### **12. Offer Incentives**

You can get your employees to become more involved and proactive with reducing energy bills by introducing incentives. You can offer them cash rewards or introduce an energy jar where anyone caught wasting energy would have to drop some cash in it which the rest of the team can use to buy refreshments or use to have some fun.

#### **13. Hold Virtual Meetings**

If you often have meetings during weekends or after business hours, you can cut off the energy costs related to these meetings by holding virtual meetings where attendees can attend meetings without having to be physically present at the office.

#### **Our food policies**

##### **OBJECTIVES**

- ✓ Marine & Lawn Hotels and Resorts and its partners are committed to supporting national, regional and local production of fresh produce and meat, and manufactured food products, in the supply chain wherever possible.
- ✓ Marine & Lawn Hotels and Resorts will ensure that local or regional products are available daily from at least two of the following categories: Fruit, Vegetables, Dairy, Meat, Fish, and Bread.
- ✓ Marine & Lawn Hotels and Resorts and its partners will ensure where possible that no fish from the Marine Conservation Society (MCS) 'Fish to Avoid' list is served in the Hotel and promote only fish that is on the Marine Conservation Society's 'fish to eat' list.
- ✓ Marine & Lawn Hotels and Resorts and its partners will aim to ensure that at least 75% of dishes served across the Hotel are freshly prepared and that menus include seasonal fresh produce.
- ✓ Fruit will be available in all outlets

- ✓ Marine & Lawn Hotels and Resorts and its partners will ensure that a range of organic foods are available on Hotel , that organic products purchased meet required minimum production and quality standards, and source organic alternatives to all key lines in relevant product categories.
- ✓ Marine & Lawn Hotels and Resort's will maintain and continually improve its practices in line with the commitments in the Soil Association Food for Life Accreditation Schemes.
- ✓ All efforts will be made to ensure that the sourcing and provenance of ingredients is known. Marine & Lawn Hotels and Resorts will endeavour to ensure as much as possible is from the free range production source.
- ✓ The Hotel's will increase the proportion of plant-based, vegetarian and vegan options which are available at all times.
- ✓ Marine & Lawn Hotels and Resorts, along with its partners, is committed to ensuring that a range of Fairtrade products are available in outlets at the Hotel.
- ✓ The packaging of products will be investigated to identify more sustainable options.
- ✓ All relevant staff will be trained in food sustainability and as a minimum aware of the various certification systems used.