

MENZIES HOTELS

Corporate Social Responsibility Statement

Overview

With 17 hotels located throughout England and Scotland, we are very much aware that our businesses have an impact on both the local and regional environment. As a company we are therefore fully committed to improving our environmental performance by implementing a wide range of environmental solutions.

Our commitment to our CSR policy is of the utmost importance to the company and therefore rather than the policy being delegated to one individual, the whole management board is involved in implementing and developing our activities. Our CSR policy and activities are therefore discussed and reviewed at the company's management board meeting every month.

Our CSR policy focuses on three key areas;

The environment.
The community.
Our staff.

To help us meet our goals we have two key partners.

In 2009 we commenced a working relationship with the Green Tourism Business Scheme (GTBS). It has an accreditation scheme that credits environmental good practice and helps businesses identify cost savings relating to energy efficiency, water conservation and waste minimisation. It also encourages the use of green products such as local food, drink and crafts and helps promote public transport, cycling, walking and wildlife conservation.

To help us meet our community support objectives we have selected Macmillan Cancer Support as our nominated charity.

The Environment

Our environmental policy focuses on four key areas; energy consumption, water monitoring, waste management and responsible purchasing.

Energy Consumption - Energy consumption and the associated CO2 emissions is the largest impact our business has on the environment and we have an ongoing programme exploring and implementing new initiatives that can reduce our energy consumption. All our hotels are targeted on reducing their energy consumption and monthly league performance tables are reviewed by the management board. Some of our current initiatives include; low energy lighting, introduction of dimmer switches, timer clocks and new thermostatic valves to control water temperatures.

Water Monitoring - Our philosophy is to educate our staff and guests to recognise water is a scarce resource and we therefore actively work to conserve water usage throughout all our hotels. As well as an ongoing programme of monitoring our water usage, current initiatives include; water saving devices in toilets, 'plug it' campaign in all back of house area sinks and a policy of encouraging guests to reuse towels where possible.

Waste Management - Our waste management mission statement is very clear – 'to reduce our landfill waste output and to increase our recycling levels'. Our waste is segregated at all hotels and we aim to recycle as much plastic, glass, cardboard and paper as possible. Working with our charity partner, Macmillan Cancer Support, we also recycle such items as printing cartridges and mobile phones.

Responsible purchasing – Our aim is for our key suppliers to understand our CSR policy and help us achieve our objectives. We encourage our suppliers to reduce the excess packaging and to increase the use of recycled cardboard and reusable delivery trays. Where possible we also encourage the use of local suppliers.

The Community

As a national hotel group we believe the best way we can contribute on a nationwide level and also within the local community is by working with a national charity. In 2008 Macmillan Cancer Support was selected as our nominated charity. At each hotel and at head office we have a nominated employee who acts as the charity's representative and organises a programme of fundraising activities.

Our Staff

The greatest asset in our company is our staff and we have an ongoing policy of training and development. The key areas of our staff social responsibility policy include;

Recruitment – Applicants are assessed fairly regardless of age, gender, race, marital status, sexual orientation, religious belief or disability.

Training and development – We aim to offer our staff the appropriate training and development so they can meet their full potential and personal goals.

Health and safety – The health and safety of our staff is of vital importance to us and we are committed to ensuring the appropriate equipment is supplied and necessary training given.

Equal opportunities and anti-discrimination – Our staff are treated with dignity and respect and we have an uncompromising anti-discrimination policy in place.

Family and friends policy – We appreciate family and friends are important and therefore we have a number of initiatives in place, such as giving all employees their birthdays off as an extra day's holiday.