



Corporate Social Responsibility Policy

TA HOTEL COLLECTION LTD

CORPORATE SOCIAL RESPONSIBILITY POLICY

T A HOTEL COLLECTION LTD ARE COMMITTED TO ACTING IN A SOCIALLY RESPONSIBLE MANNER, WE UNDERSTAND THAT WE HAVE A BIG RESPONSIBILITY TO THE ENVIRONMENT, GUESTS, STAFF AND THE COMMUNITIES IN WHICH WE OPERATE.

WE HAVE IDENTIFIED THREE AREAS THAT FORM THE FRAMEWORK OF OUR CSR POLICY

- Environment
 - Energy management & Carbon Footprint
- Community
- People Engagement

Our action plan is based on the following principles:

Total board support for CSR Policy to ensure progress.

All staff at hotel level will be responsible for the development of short term and long term targets.

Staff will be encouraged to meet our objectives through training, communication and active involvement in local community projects

Full compliance with environmental, health and safety and employment legislation

ENVIRONMENTAL POLICY

For all of us in TA Hotels it is imperative that we take responsibility for our environment and implement measures to help sustain and protect the local, natural and global environment for future generations. There are significant benefits to us as a company not only through measurable cost savings and higher exposure in the market place by using eco-friendly practices but staff and customers have the satisfaction of knowing they can play a part in preserving our environment. We must work together with our staff, customers, suppliers and contractors to create a safer and cleaner environment ensuring that all these issues are kept at the forefront of everyone's mind.

We will

- Source products that have minimal environmental impact. Attention in particular to packaging, recyclable products, local sourcing and energy saving equipment.
- Maintain a sustainable Seafood Purchasing Policy.
- Responsible use of energy, water and materials while still providing the quality of comfort and service expected by our guests.
- Work with our suppliers ensuring they are made aware of our policy and that in turn they have compatible policies in place for managing their impact on the environment.
- Encourage and support all our employees in having a duty of care for the environment.
- Maintain an active Green Committee which consists of representation from all the hotels, to be proactive and promote new ideas and working methods.
- Gain support from our customers of our environmental policy and our commitment to the Green Tourism Business Scheme.
- Achieve continual improvements in the reduction and recycling of materials such as water, paper, and waste materials.
- Regularly conduct reviews to ensure operations remain compliant with our policy and where necessary revise targets to ensure continual improvement, and reporting to the Board of Directors.
- Monitor future legal requirements that may be implemented in respect of environmental issues.

Energy Management

We will set targets that reflect our commitment; reward performance and seek recognition for achievement.

- Reducing significantly the environmental impacts arising from energy and water use by minimising water and energy consumption costs
- Reduce our CO2 emissions
- Investigating ways of providing energy efficient investments.
- Accurately measuring our total energy consumption

COMMUNITY

Our aim is to use our skills, experience and financial resources to support local and national initiatives which encourage our staff to be involved, and have a positive impact with the communities in which they live and work.

- Each hotel to have a nominated local charity chosen by the hotel team.
- Each hotel to support their local community by working with the schools or colleges to develop skills and promote careers in the hospitality sector.
- Implement carbon offsetting for business and leisure guests.
- Be involved in beach cleaning initiatives.

Supporting worthwhile causes

We support a number of worthwhile causes including:

- RNLI
- Each
- Icen
- East of England Air Ambulance
- The United Aldeburgh Charity
- Food & Drink Festival
- Suffolk Coast and Heaths
- East Feast
- Local suppliers

We allocate a percentage of our Operating Profit to be donated to local charities, besides running a golf and tennis day and bridge days for local charities.

PEOPLE ENGAGEMENT

We are committed to engaging team members and customers, through their daily tasks at work and at home.

- Promote a high level of awareness amongst our employees of our green aims and policies.
- To achieve a Green Tourism award throughout the group.
- Establish green KPI's
- Measure and manage our utilities consumption by producing data for each hotel
- All maintenance teams to attend an energy management workshop
- Maximise PR stories on our green initiatives and fund raising events.
- Guest information guide to be available at all hotels outlining our green policy, local transport links, local walks and cycle hire.