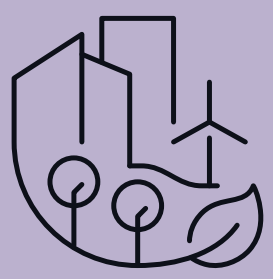


What we do...

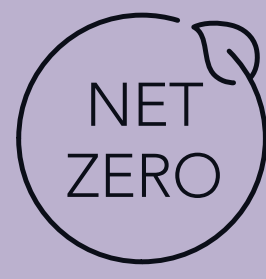
ENERGY & CLIMATE CHANGE



100%

Renewable Electricity

We source 100% renewable electricity for all our hotels in the UK, the Netherlands and Germany



2040

Net Zero

We are aiming to reach Net Zero by 2040.



Monitoring climate risk

We also monitor climate risk across all the locations where we operate and we are working to have a detailed climate risk assessment for all our hotels in the near future.

BIODIVERSITY

Buzz!

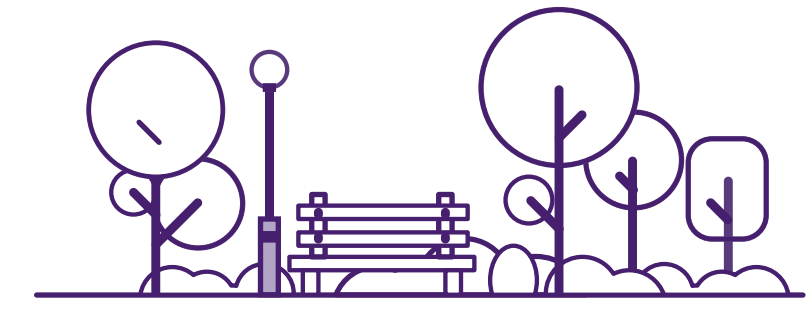


Hotels for Bees

At Park Plaza Waterloo and Park Plaza Nottingham, we run Hotels for Bees: beehives on the roof of our properties which produce their own honey that is used in the hotel restaurants.



Building on this, we are working to get all our hotels to support at least one biodiversity project, either on site or by funding projects managed by local councils, such as ecosystem restoration and the creation of new green spaces.



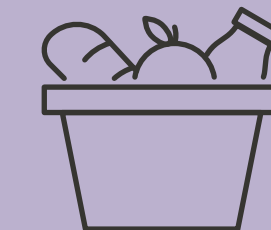
LOCAL COMMUNITIES

Hello



Local support

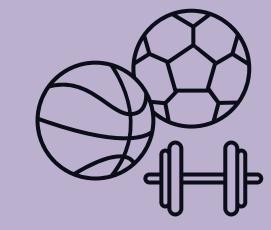
Our hotels work with local communities in various ways. For example, they support:



Food banks



Homeless shelters

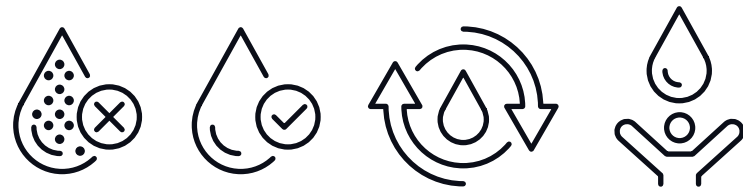
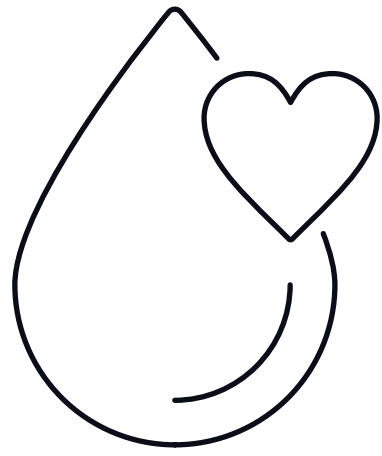


Sports Clubs

They also provide event spaces for local communities and donate furniture to local charities.



WATER



Just a Drop

Through our Ecological Programme, we support 'Just a Drop' charity that brings water, sanitation, and hygiene projects to communities in developing countries such as Latin America, Africa and South-East Asia.

WASTE MANAGEMENT

Zero



Recycling and Recovery

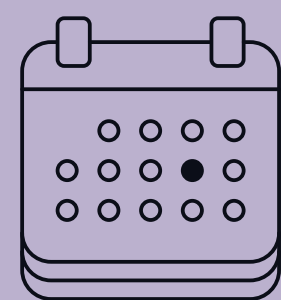
None of the waste generated in our hotels in the UK and the Netherlands goes to landfill. This is achieved by recycling part of the waste and sending the rest to energy recovery plants, where it is burned to generate electricity, reducing reliance on fossil fuels.

DIVERSITY, EQUITY, AND INCLUSION

Learn



Monthly Training



We have created an awareness calendar whereby each month we provide training to our employees to raise awareness about a different topic such as unconscious bias, mental health, and sexual harassment.



EMPLOYEE WELLBEING

Support

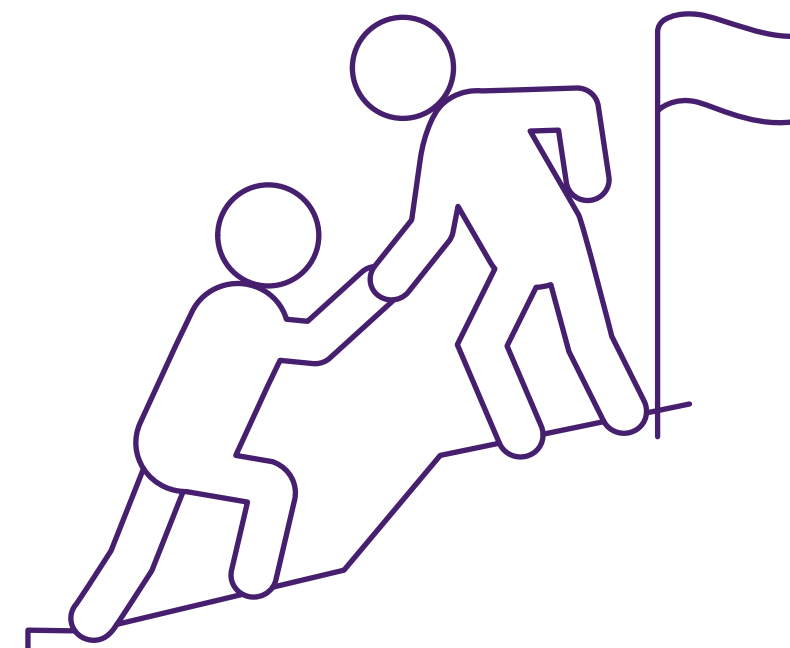


Checking in



By conducting two Pulse Surveys per year, we regularly monitor the wellbeing of our employees

We ensure that we provide them with the necessary support when needed.



CAREER PROGRESSION

Grow

Pathways

Our Career Development Framework aims to show a clear progression pathway for all our employees



This provides the opportunity to build a long-lasting career in our company.