

CORPORATE SOCIAL RESPONSIBILITY COMMITMENT

The Grand is committed to creating, in partnership with its owners, team members, guests and local communities, a socially responsible environment in which we operate. We are committed to complying with all relevant environmental legislation and endeavour to reduce our environmental impact through the implementation and development of our Corporate Social Responsibility Commitment and Green Policy.

We are delighted to have been recognised as GOLD level standard by the Green Tourism Business Scheme and align this commitment to all areas of our business strategy. The GTBS award recognises places to stay and visit that are taking action to support the local area and the wider environment. It's the largest sustainable scheme to operate globally and assesses hundreds of fantastic places to stay and visit in Britain. Businesses are assessed regularly on areas including Management and Marketing, Social Involvement and Communication, Energy, Water, Purchasing, Waste, Travel, Natural and Cultural Heritage and Innovation and are then awarded a Gold, Silver or Bronze status.

At The Grand, we believe in the need to constantly review, monitor, and adapt our ways of working to ensure we continue to strive to meet our Corporate Social Responsibilities.

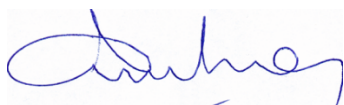
Our Grand Commitment for 2019:

- A reduction in our environmental impact and the ongoing implementation of new green initiatives to reduce our energy consumption by 5%
- Continued sustainability through recycling and a comprehensive waste strategy – committed to diverting waste from landfill and into renewable energy and A grade recyclables with a zero to landfill target, with 55% of waste being transferred to energy and 45% recycled.
- Continue to eradicate the use of plastic throughout the hotel, including packaging
- Ethical and environmental products and services sourcing within the hotel, increasing the use of local suppliers where possible
- Sustainable and high quality dining options for our guests
- Support of local charities, business and community projects
- Development of our work experience and mentoring provision to foster entrepreneurial, work ready and life skills as well as an understanding of social responsibility within local education environments
- Continued support, development and growth of the knowledge and skills of our hotel team
- Continued improvements to the working environment, health, safety and wellbeing of our hotel team
- Excellent, honest and open communication with all stakeholders
- Responsible approach to all future business strategy and growth – involving all stakeholders considerations in decision making and planning

Highlights & Successes for 2018:

- A comprehensive waste strategy realised another zero to landfill performance with 43 tonnes of waste diverted to date this year and 150,300 kwh of renewable electricity generated, over 200 trees saved and 41% of waste recycled
- New local suppliers engaged in 2018; Trenchmore; British Charcuterie and along with continued relationships with Paper-round supplying environmentally sound products and services; Brighton Gin; Brighton Bier & Real Ale; Lost and Found Brewery; Flowerpot Bakery; Ridgeview Wines; Life water, supplied to all bedrooms complimentary but contributing as a payback scheme to fund charitable projects
- New recycled products introduced including coaster in the lounge and GB1 made out of recycled tyres; 10% recycled crackers at Christmas and sample throws in our bedrooms made from recycled bottles.
- The removal of all plastic stirrers and straws from our bars supporting #strawsareforsruckers
- The façade renovation was completed – using environmentally sound 3M paint and introducing new balcony furniture made from milk cartons and ice cream containers diverted from landfill sites. The recycled plastic is melted, treated and coloured so that the colour extends right through the product, and then it is extruded slowly and painstakingly into extremely high grade Envirowood®, an all-weather marine grade HDPE Polymer that's 99% UV stable.
- Signed the “Not our cup of tea” pledge to campaign to remove plastic from all tea bags
- New partnership with Eden Project Coffee, first ever coffee cartridge that is recycled via food waste is biodegradable and plastic free
- Support for WWF's Earth Hour Campaign by pledging to encourage our team to eat more sustainably and introducing “meat Free Mondays” in our staff canteen
- Volunteering project with Brighton & Hove Food Partnership and a local community group Roots to Growth, ran by One Church Brighton, working in their market garden at Rock Farm, planting and harvesting crops, helping create therapeutic wellbeing for the community inclusion for vulnerable adults
- Continued partnership with Drop for a Drop charity funding our second clean drinking water bore-well in Andhra Pradesh, India, improving health and wellbeing for all 1,468 people living in Pendluru Harijanawada. They now have immediate access to safe clean drinking water improving their prospect of a brighter future
- Toilet Twinning Project undertaken – twinning our 11 guest toilets with 11 latrines in the Kabale district of Uganda, helping flush away poverty
- Continued relationships with Rockinghorse Charity, through a Board of Trustee presence and various charity events including creating and hosting the second Brighton and Hove's Chef's Table event, as well as fundraising through our Management Academy programme for our hotel team chosen Charity “The Clocktower Sanctuary”; coupled with Sussex Beacon sponsorship of local events
- An increased local school work experience programme with over 60 students from 15 different school and colleges
- A continued working relationship with Team Domenica, a local charity that supports young adults with learning difficulties gain valuable work experience and paid work in the community, successfully integrating 3 young adults into the kitchen and housekeeping teams and providing a work experience programme for 20 learners to date; as well as working with Brighton Met providing a work experience programme for their adults with learning difficulty catering course
- Continued internal apprentice programme supported by HIT training with over 10 new enrolees last year
- “Wellbeing Week” celebrated with mindfulness and self awareness activities to promote wellbeing to our employees including yoga, brain teasers as well as joining in with World Mental Health Day Walk with Mind
- 55 participants in Brighton One journey Better campaign promoting responsible travel
- Bike week and cycle to work day celebrated to encourage healthy travel choices
- Free Dr Bike sessions for the team providing free bike care and service to keep our team safe
- Participation in the Brighton Great British Beach Clean in conjunction with the Marine Conservation Society, as well as organising our own Think Green Beach Clean Events keeping our beaches clean of plastic and litter.

There are many ongoing activities and initiatives in place, led by myself, directed and generated through both our Think Green and Think Charity Teams which pay a key role in our ensuring our commitment is alive in our business on a day to day basis across all levels.



Andrew Mosley - General Manager

January 2019.