



Sustainability and Environmental Policy

Introduction

At Radisson Blu Durham, we are committed to a vision towards more sustainability in Hospitality. We are driven by our Responsible Business pillars – Think People, Think Community, Think Planet

We believe in reducing our environmental foot print, supporting our local communities and promoting inclusion and equality within our teams. A better future, and a better planet for all, is at the heart of what we aim to achieve.

Our sustainability basics include reducing energy, water use, waste and carbon emissions.

Scope

This policy applies to employees and contractors, both full time and part time. The policy will be shared with suppliers, potential partners and consultants wherever appropriate to indicate our commitment to environmental action.

Staff engagement

We will promote responsibility for the environment within the hotel, and communicate and implement this policy at all levels of our team. We commit to ensuring key members of staff have the time necessary to embed this work into our operations through the sustainability committee and provide further resource where possible and necessary.

Delivering the basics

The Hotel Sustainability Basics criteria include reducing energy, water use, waste and carbon emissions. We operate a linen reuse program, use green cleaning products and offer vegetarian options on all food menus. Our aim is to move away from plastic straws or single-use plastic water bottles and use only bulk amenity dispensers in our rooms. We support our communities, and promote inclusion and equality, within our teams.

This is our basic commitment, supported with a positive mindset to continually include more sustainable practices.

Pathway to net-zero

We believe in making a tangible difference with sustainable practices and goals being at the heart of our business. We're proud to be on the pathway to net-zero hospitality and will continue to focus on the health, safety, and security of our guests, team members and partners. We work hand in hand with our guests and partners on our sustainability journey and are committed to be net zero by 2030

and striving to reduce our carbon footprint by finding energy- efficient solutions and increasingly using renewable energy sources.

Reduce, Reuse, Replace, Recycle

Radisson Blu Durham works to reduce, reuse, replace and recycle and share best practices in this area. We work with suppliers to reduce waste and increase recycling. Other key waste management priorities include food waste management and the elimination of single-use plastics wherever possible.

Responsible sourcing

Much of a hotel's environmental impact is generated through products, services and activities that are sourced. Radisson Hotel Group partners with like-minded suppliers committed to doing business responsibly, providing integrated projects and solutions for our hotels. Suppliers are required to respect Supplier Code of Conduct, with all applicable laws and regulations and request the same from their supply chain, including third-party labour agencies.

Think people

We have ethical business practices at the core of our culture, which is evident in the way we treat our customers, team members, suppliers, and business partners. We believe in providing meaningful employment, developing talent, and increasing young people's employability. We promote human rights, business ethics, and diversity in our hotels, business network, and supply chain.

Career paths

Our focus is on generating shared value through job creation, people development, and rewarding opportunities for a global and diverse workforce. We support our team members with on-the-job skills training and extensive development opportunities.

Building futures

We look in our community to discover and develop talent, to generate interest of young people to join the world of hospitality. We work with schools, colleges and non-profit organizations to offer trainee positions and job experience opportunities for young people, including at-risk-youth and other vulnerable members of society. By giving career opportunities to vulnerable young people, the company gains new, youthful, and dynamic colleagues.

Diversity and inclusion

One of our core culture beliefs is that 'we are many minds with one mindset'. This belief is based on our respect for individual differences, life experiences, and diverse world views.

By working together, we are dedicated to building a global team of employees that reflect the communities where we work and live, and the diversity of the customers we serve.

Our guests and our talents deserve a safe environment where they are valued for who they are. As our workforce is driven by people from different backgrounds, personalities, and points of view, we strive to create places where everyone can express their authentic selves, seize opportunities, make decisions, and resolve conflicts.

Human rights

We endorse the United Nations Guiding Principles on Business and Human Rights and follows them in our policies and procedures. We've committed to raise awareness of human rights risks, and address risks arising in the labour supply chain. Key human rights and employment principles are reflected in two policies, which complement our Code of Business Conduct and Ethics and clarify the principles we live and work by in our hotel.

These policies are:

Human rights policy statement covers our engagement on issues such as ethical business conduct, the protection of children's rights, combating human trafficking, and protection of the rights of employees.

- Employment Principles cover Radisson's promises to our employees. These include non-discrimination, freedom of association, and the development of in-house talent, through our 'Equality & Diversity Policy' and online training platform.

Eliminating modern slavery

Our aim is to combat and eliminate any form of modern slavery, and to free of child exploitation and forced, bonded, or compulsory labour. We apply these principles to our operations and include training with all our staff to recognise behaviours relating to modern slavery and human trafficking and how to raise concerns.

Committed to our Health & Safety Protocols

Our highest priority is the health, safety and security of our guests, team members. Following stringent processes to ensure the cleanliness of the hotel and Health and Safety standards, using an accredited auditing system, staff training and the Health and Safety Committee.

Business ethics

All interactions with our team members, partners, stakeholders and local communities, are based on the highest principles of business ethics. Our Code of Business Conduct and Ethics governs how we do business.

Supporting local initiatives, charities and Education:

- Supporting environmental projects
 - (Riverscape / Floodwatch meetings)
- Local community support
 - Neighbourhood watch
 - Local community labour support
- Sponsorship
 - Local hospice
 - Sports events (Adult and Child)
- Fundraising
 - Donations
 - Events
- Work Experience
 - Colleges and 6th Form
 - School Tours