

CSR POLICY - SOCIAL & ECONOMIC VALUES

At the Ampersand Hotel we take our responsibility to caring for the planet seriously. That's why we are collectively committed to a policy built around these 4 corporate social responsibility (CSR) values:

1. Make a positive impact in our local neighbourhood - SDG 8, 10



- I. Promote equal working opportunities: We're working with London councils, schools, and colleges to provide work experience and apprenticeship opportunities to students in our hotel.
- II. Favour local producers and suppliers who ensure the vicinity and quality of products: up to **85%** of our fish and meat is sourced from British producers.

2. Respect Human Rights - SDG 1, 2, 11



- III. Generate awareness and encourage the development and growth of our staff; we regularly disseminate educational tools and raise awareness around CSR topics.
- IV. Implement initiatives around Modern Slavery and the prevention of human slavery across hotel departments.
- V. Promote inclusion and safety at work; we are proud to employ people from different cultures and ensure our working environment is built on inclusiveness and encourage all employees to have and maintain a healthy lifestyle.

3. Manage our resource consumption to limit our environmental impact - SDG 6, 7, 12



- VI. Electricity for the hotel is sourced from 100% renewable sources via our utility supplier, and the building management system (BMS) system allows for time-programming all major activities to guarantee maximum energy efficiency.
- VII. We ensure our lighting systems use as little energy as possible. At the Ampersand we aim to have **100%** LED lighting throughout by the end of 2020.
- VIII. The hotel's hot water system is direct-fired so no storage vessels are kept on site and water is heated on an on-demand basis. Showers are restricted to a flow of 12

litres/minute, taps to 8 litres/minute and all toilets are fitted with a dual-flush system.

4. Manage our waste to limit what we leave behind - SDGs 3, 6, 11, 12, 14, 15



- IX. We are committed to ensuring our waste does not go to landfill - we separate glass and cardboard in-house for recycling, and our general waste goes to a zero to land fill site to be separated. Our used cooking oil is collected for recycling.
- X. We communicate our values and processes to our guests to encourage them to support our aims.