

CSR POLICY - SOCIAL & ECONOMIC VALUES

At Vintry & Mercer 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. Employ locally: We constantly target that **30%** of our staff are living in neighbouring London boroughs.
- II. Promote equal working opportunities: We're working with London councils, schools, and colleges to provide work experience and apprenticeship opportunities to students in our hotels.
- III. Favour local producers and suppliers who ensure the vicinity and quality of products: up to **85%** of our meat, fish, fruit and vegetables come from British producers.

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



- IV. Generate awareness and encourage the development and growth of our staff; we regularly disseminate educational tools and raise awareness around CSR topics.
- V. Implement initiatives around Modern Slavery and the prevention of human slavery across hotel departments.
- VI. 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



- VII. We are committed to using renewable energy - our hotel runs on **100%** renewable electricity & we use both 6kW solar panels and a CHP (combined heating & power) system to generate additional heating and power.
- VIII. We ensure our lighting systems use as little energy as possible. At Vintry & Mercer we use **100%** LED lighting throughout. We use sensor lighting and automatic dimming systems throughout public spaces and back of house areas.
- IX. Our water flow rate has been designed to meet the BREEAM excellent standard. We have dual-flush toilets which run at 4-6 litres, showers that run at 8 litres per minute and taps at 4.5 litres per minute.

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



- X. 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.
- XI. We communicate our values and processes to our guests to encourage them to support our aims.