

Introduction by Considerate Group

Considerate are the leading service company within the hospitality sector providing responsible business solutions, and we are proud to support Vintry & Mercer with their sustainability efforts. They have made great strides in reducing their environmental impact through investing in reducing their resource consumption and monitoring their waste. Our teams are working closely together to integrate guests and staff into hotel-wide CSR initiatives.

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.
- IV. **Supporting local charities:** We support ArtSocial Foundation - a London charity that provides grants to grassroots and national charities, in order to use art to help transform the lives of children and adults with special needs and life-limiting health conditions.

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



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

- VII. 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



- VIII. 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.
- IX. 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.
- X. 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



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