Sustainability Management Plan

Timescale: This plan runs from 1st January 2026 To 31st December 2031 and will be reviewed and updated annually to reflect actions taken and new actions planned or underway

We are committed to taking the steps required to operate our business in the most sustainable manner that we can. We also recognise that we require external support and expertise to guide us on this pathway and therefore we have partnered with the Green Hospitality Award to provide this support.

Green Hospitality Award provides a certification programme that allows us to start this journey and build up our knowledge and activities over time. The Green Hospitality Award supports multiple UN Sustainable Development Goals, the Circular Economy and Climate Change and is aligned with the EU Ecolabel, the Global Sustainable Tourism Council Criteria and supports the All Island Sustainable Tourism Assurance programme which ensures we are aligned with national and international objectives and enable us to satisfy the demands and needs of all our stakeholders – Our Customers, Employees, Local Community, Regulatory Authorities, Financial Supporters, etc. - whilst minimising our emissions and becoming more efficient.

Our vision is to keep improving our performance annually whilst running a financially sustainable business.

Our focus will be on initially implementing the standards required to achieve the Green Hospitality Eco-Label Award which will provide us with an excellent base and then to improve and add additional standards and actions, that will see us embedding sustainability within our business.

Our Sustainability Plan will focus on developing and implementing the following plans;

- Adopting a broad Sustainability Policy and setting Targets
- Management Plan
- Energy & Carbon, Water & Waste Management & Minimisation Plans
- Green Procurement Plan
- Communication Plan
- Local Community Plan
- Biodiversity Plan
- Employee Welfare Plan

We recognise that it takes time to implement all the sustainability actions a business could so our priority will be to focus on the most important and impactful ones and then work towards the others over time.

Sustainability Policy

We recognise that our business can be operated in a more sustainable way, especially in minimising our environmental impact, and that we can support the wider community in protecting and enhancing the environment for future generations and to support the development of a sustainable industry.

To this end we are committed to taking the following actions

- To secure and then maintain the Green Hospitality Eco-Label Award which will embed our Sustainability Plan within our business
- To produce and publish our Sustainability Plans along with the actions we are taking to support the plans on our website and elsewhere and update this information annually
- To develop specific achievable targets to maximise our sustainability and minimise our environmental impact
- To comply fully with all relevant legislation and local authority and regulatory requirements
- Carbon Emissions - To measure and then take actions to minimise our Scope 1 & 2 Carbon Footprint in support of the Climate Act and to identify the Scope 3 emissions we can have a strong impact on
- Energy Reduction - To measure our energy consumption and implement actions to reduce our energy consumption and continue to monitor consumptions regularly
- Waste Reduction - To measure our waste production and implement actions to minimise waste production and continue to monitor production regularly
- Water Reduction - To measure our water consumption and implement actions to minimise mains water consumption and continue to monitor consumptions regularly
- Circular Economy - To Reduce, Reuse, Recycle the resources consumed by our business in support of the Circular Economy
- Employee Engagement - To provide all employees with the training and resources required to support our Sustainability Plan and work to improve and enhance their employment conditions and to operate as an Equal Opportunity Employer
- Communication - To openly communicate our policies and practices to all stakeholders and invite them to take actions to support them
- Green Procurement – To develop a responsible purchasing policy that favours local sourcing, and implement it across the business
- Biodiversity – to adopt a Biodiversity policy that enables the business to be a positive contributor to Biodiversity, locally and nationally
- Local Community – to adopt a Local Community Engagement policy that ensures our business contributes to the local economy

Sustainability Targets

Our initial Targets are to

- Implement the Green Hospitality Eco-Label Award Standards by 30.12.26
- Apply for and secure the Green Hospitality Eco-Label Award by 30.12.26

Once we have achieved the Green Hospitality Eco-Label Award, we will review all the information and data we have gathered and set new targets for the forthcoming years

We will review and update this policy and our targets at least annually, and as we grow more confident regarding our ability to improve our sustainability performance.

This is a far-reaching Policy and when starting to embed sustainability within our business we realise that we cannot implement every action immediately but will improve over time – however, we will constantly return to this policy to maintain our focus and vision in our planning and day-to-day operation

General Manager: Matthew McDonagh

Date: ***22.5.26***