

TSH Environmental Policy

Introduction

At The Social Hub, positive change is at the heart of everything we do. We're on a journey to remain as responsible and impactful as possible, both in how we build our hotels and engage with communities.

We believe in leading by example, collaborating and driving industry change whenever we can, all while setting realistic, measurable sustainability goals. And we're working hard to shape the future of hybrid hospitality in a way that's kinder to people and the environment. At TSH, we always aim to maximise social impact, and minimise negative environmental impact.

Areas of focus

In this section, write all key rules around this procedure. E.g. if your policy is about an approval process for invoices, write down the rules about who can approve invoices, deadlines.

Energy

Being in the hotel industry, it is not easy to fully create our own energy. We strive to create as much energy as we can on-site and through renewable means. This will help us on our path to net-zero emissions.

Water

Water is a precious and finite resource, therefore we will do everything we can to minimise water use, and install water efficient fixtures throughout our buildings.

Waste

TSH aims to be zero-waste: this means no more general waste. We are taking a holistic approach to improving our waste management: creating a strategy for improvement, improving facilities, creating training, and addressing behavioural change.

Suppliers

We want to source our goods and services in a responsible way. We want to know that workers are treated well, that products are sourced ethically, and preferably want to source local goods and services.

Governance

TSH wants to ensure the highest levels of integrity and compliance. We are up to date on the most recent legislation, and are working hard to ensure that sustainability has a seat at the table when it comes to company decision making.

Policy and Commitments

With this Policy, TSH commits to:

1. Transparently report our annual progress in our impact report, or make information available upon request.
2. Perform environmental risk assessments to identify and mitigate environmental risks, and report the principal risks to the Executive Board and relevant stakeholders.
3. Continuously monitor our carbon footprint, and create action plans for the reduction of greenhouse gas emissions. Utilise Science Based Targets methodology for target setting.
4. Achieve high standards of sustainable building certifications for our hotels (BREEAM) and participate in the GRESB assessment yearly.
5. Integrate renewable energy into the design of our hotels where feasible.
6. Ensure that sustainability and the environment play a part in company decision making and business strategy.
7. Engage employees on environmental issues and ensure those responsible for operational change have the relevant competencies to lead and support our environmental principles.
8. Create a waste management strategy that will promote waste minimisation and recycling.
9. Adopt a sustainable procurement programme which considers the environmental and social impact of products and services.
10. Perform a risk assessment of existing suppliers, and create a screening programme for potential suppliers.
11. Continuously review and improve our environmental targets, policies and practices.
12. Ensure compliance with relevant environmental legislation.
13. Monitor changes scientific knowledge and respond accordingly.
14. Maintain Executive Board oversight of our environmental and social impact agenda.
15. TSH's leadership commits itself to the principles and requirements of being a sustainable organisation, investing the necessary technology and resources, setting up effective governance processes, and by steering the organisation in line with our stated vision and goals.

Reporting, Guidelines, Transparency

TSH seeks to be transparent, and therefore will release an annual impact report outlining progress on its commitments to environmental and social impact. Additionally, TSH has created supporting policies, to ensure that environmentally conscious behaviour is enacted across all business decisions.

Signed By

A handwritten signature in black ink that reads 'Charlie.' with a period at the end.

Charlie MacGregor

CEO