



DOUBLETREE  
by Hilton™  
BATH

# SUSTAINABILITY JOURNEY



# Our journey so far...

***At DoubleTree by Hilton Bath, we're dedicated to reducing our environmental impact and enhancing our sustainability efforts, leading the way for hospitality businesses in Bath.***

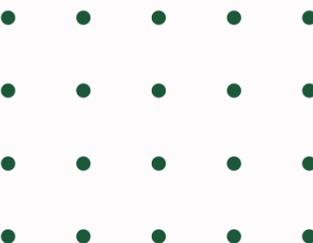
***We have established a dedicated Green Team to implement and keep track of our progress, share ideas and educate our guests and team. We are working with home grown local initiatives and global Hilton ones. In addition to our environmental efforts, we care about our local community and the people within it. Our truly talented team is our greatest asset, so we're committed to providing a secure, supportive place to work and grow.***

***The hotel is actively working towards, and have been recognised by, several internationally recognised certifications, including Green Key, a standard of excellence in environmental responsibility, and the Green Tourism Gold Award, the world's leading sustainability accreditation.***

***As we acknowledge there is always more to do, we hope to inspire with our green journey. As we move forward, we hope to take learnings from our effort and use data to help us review and refine our practices to further, utilising training and technology to help us achieve our environmental goals.***

**Brady Smith**

**General Manager**



# Key environmental focus areas

*Here at DoubleTree Bath we are devoted to finding and developing ways we can build and grow our sustainability efforts. Below are our key environmental focus areas with our planned actions:*

## Water

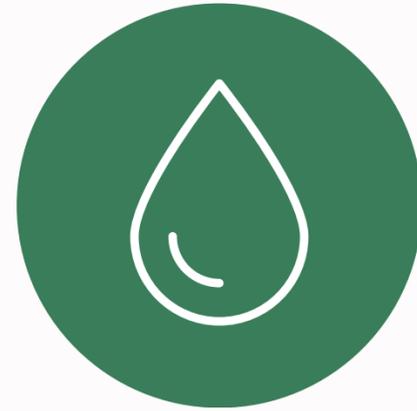
*We have water restrictors installed in showers across all bedrooms to reduce the amount of water we use. Our towel opt out scheme also reduces the amount of water used on a daily basis.*

## Food

*Using Klimato we are calculating the carbon footprint of all dishes, and displaying these on our menus so guests can make informed choices whilst dining with us. We are also in the stages of implementing Winnow, an AI supported food bin that monitors waste, and decrease food waste by 30% within the first year of implementation.*

## Towels & Linen

*All bedrooms have the option to opt out of their daily room service by simply hanging the green tree outside their room. We also offer the option of opting out of having your towels replaced daily.*



# Key environmental focus areas

*Here at DoubleTree Bath we are devoted to finding and developing ways we can build and grow our sustainability efforts. Below are our key environmental focus areas with our planned actions:*

## Carbon offsetting

*Utilising the opportunity to offer carbon neutral meetings and carbon offsetting via our partner ClimeCo.*

## Chemicals

*We only stock chemical products from a nominated list of approved products to ensure the safety of our colleagues and guests. Later this year we will initiate the shift towards using solely non-chemical cleaning products throughout the hotel.*

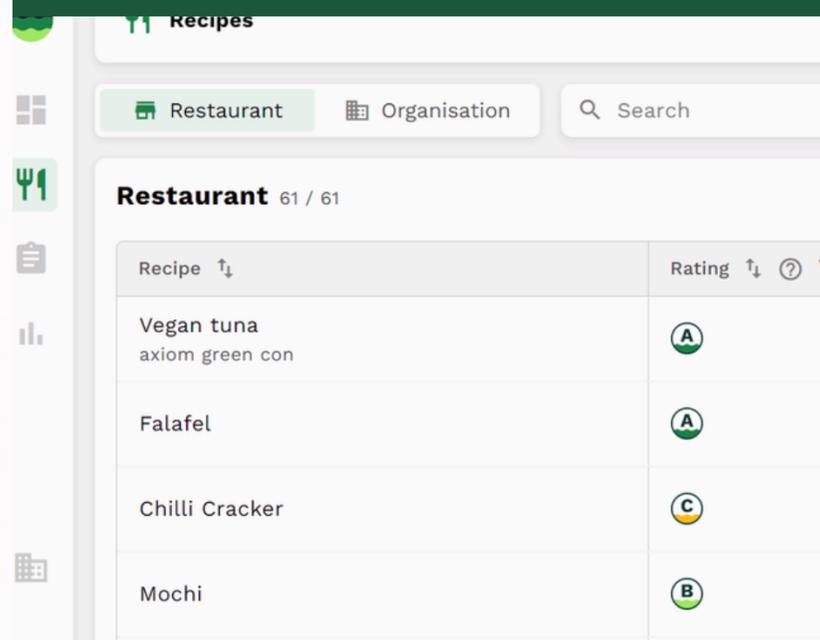
## Waste

*We've implemented bulk amenities across all of our bedroom bathrooms, eradicating single use plastics from bathrooms. We have also implemented recycling bins throughout the hotel, ensuring our plastic, card and glass is sorted from general waste. We have an aligned target of recycling 65% of total hotel waste by 2025, and reducing waste to 1kg per guest night.*



# Environmental focuses in practice

## Klimato



The screenshot shows the Klimato app interface. At the top, there are tabs for 'Restaurant' and 'Organisation', and a search bar. Below this, a table lists recipes with their carbon footprint ratings. The table has columns for 'Recipe' and 'Rating'. The recipes listed are: Vegan tuna axiom green con (Rating A), Falafel (Rating A), Chilli Cracker (Rating C), and Mochi (Rating B).

Recipe	Rating
Vegan tuna axiom green con	A
Falafel	A
Chilli Cracker	C
Mochi	B

*Using Klimato we have calculated the carbon footprint of all dishes. These will be displayed on our menus so guests can make informed choices whilst dining with us.*

## Amenities



*We've implemented bulk amenities across all of our bedroom bathrooms, eradicating single use plastics from bathrooms.*

## Winnow



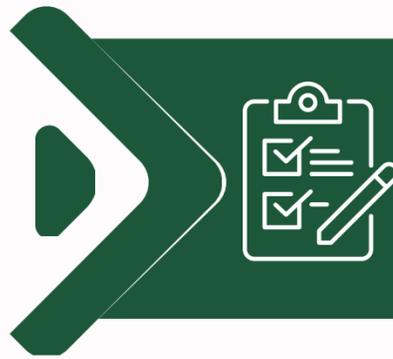
*We are in the stages of implementing Winnow, an AI supported food bin that monitors waste, with the goal of decreasing food waste by 30% within the first year.*

# Key social focus areas

*We understand that our passionate team are our greatest asset, so we're committed to providing a secure, supportive place to work.*

*By nurturing a positive and inclusive environment, we aim to empower our team to reach their full potential and drive our collective success.*

01



*We conduct regular internal inclusion surveys to measure employees' sense of belonging and individuality, enabling us to enhance our inclusivity efforts.*

03



*In 2024, all key leaders will be trained in inclusive leadership practices to cultivate an inclusive culture, creating a diverse and supportive work environment that benefits employees and guests.*

05



*Working with Workfit to provide inclusive employment opportunities to people with downs syndrome.*

02

*Our goal is to provide unconscious bias training for all full-time colleagues by the end of the year. This training is crucial as it fosters a more inclusive and respectful workplace, promoting fair treatment for all employees.*



04

*Participating in social projects and collaborating closely with the local community to generate a positive impact. Additionally, we have established an internal social events calendar to boost engagement and foster a sense of community internally.*



# Social focuses in practice

## Internal events calendar



*Our internal events calendar plays a crucial role in fostering a sense of community within the hotel by organising regular activities that encourage employee engagement and interaction.*

## Community Fundraising



*Carrying out fundraising activities within the hotel to raise money for charities and other worthy causes, along with our charity banqueting donation offer.*

## Training & development



*Provide regular workshops, training sessions, and activities focused on diversity and inclusion.*

# Social focuses in practice

## Litter Picks



*Doing our bit to keep our local community clean as a team.*

## LightStay



*Keeping track of our progress.*

## Mission Net Zero

**mission :**  
net zero

*Work with industry experts to help us get the best results.*

# Future goals

## 01. Inclusive Culture Building

*Implement quarterly diversity and inclusion workshops/activities for all employees, with participation tracking to ensure widespread engagement.*

## 02. Diversity Celebration

*Organise monthly diversity celebrations or events, featuring various cultures, traditions, and perspectives represented within our workforce. Set a yearly target to involve at least 80% of employees in these celebrations.*

## 03. Staff Education and Awareness

*Roll out a training module on unconscious bias and diversity awareness, with a goal of achieving 90% completion among all staff within 2024. Conduct regular lunch-and-learn sessions highlighting the experiences and challenges of marginalised groups, aiming for at least one session per quarter.*

## 04. Diverse Talent Pool Expansion

*Implement blind resume screening for all job applications to mitigate unconscious bias and ensure fair evaluation of candidates.*

## 05. Employee Retention Improvement

*Increase employee retention rates among the team by 10% within the next year, measured through annual turnover data analysis.*



## 06. Provide training and job opportunities

*Working with local educational establishments to integrate work experience with academic learning.*

# Hilton additions



## ***Hilton LightStay***

*LightStay is our award winning corporate responsibility management platform, that measures and manages our environmental and social impact across our hotel. Our LightStay Meeting Impact Calculator report generates a customised estimate of any event's environmental impact, using the hotel's consumption data to project the total carbon emissions, energy use, water, and waste for the event. The customised forecast is created pre-event and provides you with suggestions to reduce your event's projected carbon footprint. The post-event report provides an itemised measurement of the event's overall impact.*



## ***Hilton Travel with Purpose***

*Travel with Purpose is Hilton's Environmental, Social and Governance (ESG) strategy to drive responsible travel and tourism globally. Through Travel with Purpose, we seek to create positive environmental and social impact across our operations, supply chain, and communities.*

*Find out more here- [Travel with Purpose](#) | [Environmental, Social and Governance at Hilton](#)*



## ***Hilton Meet with Purpose***

*The Meet with Purpose program was launched to help clients create meaningful change in both the attendee experience and within the communities they visit. Inspired by the connections we make through global travel, Hilton practices hospitality in more sustainable and impactful ways than ever before. The Hilton Meet with Purpose Checklist can help you make decisions to gather more sustainably and lower the environmental impact of your meeting or event.*

*Find out more here- [Meet With Purpose - Hilton](#)*

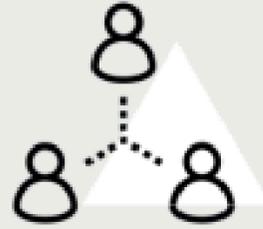


## ***Hilton Carbon Neutral Meetings***

*Hilton offers meeting and event planners an option for Carbon Neutral Meetings that support sustainable development projects, reduce carbon emissions, and protect the environment.*

# Meet with purpose

## Gather



Meet in a more sustainable way using the **Hilton LightStay™** meeting calculator.

Reduce your environmental footprint by making informed low-waste choices and with **Carbon Neutral Meetings** we will offset your event's carbon emissions by investing in quality carbon reduction projects

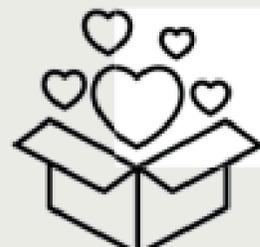


Energise with locally sourced and balanced menus, designed by our Head Chef, to boost energy and minimize leftovers.

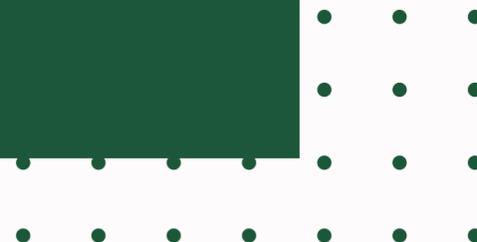
## Nourish



## Impact



Engage with rewarding social impact opportunities that align with your company ESG goals. At DoubleTree Bath we have partnered with Clean the World to recycle our discarded soaps. We can offer recommendations on how your organisation can do this.





# Accreditations

*With our Green Team in place, we've achieved and are actively working towards a number of internationally recognised certifications.*



## **Green Key**

*We have been awarded the Green Key certification, a standard of excellence in environmental responsibility.*



## **Green Tourism Gold**

*We are certified Gold in the world's leading sustainability accreditation.*



## **BREEAM**

*Working towards certification systems for a more sustainably built environment.*



## **Greengage Eco Smart Gold**

*Achieved Gold credentials within the framework of The Global Sustainable Tourism Council.*



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**THANK YOU**



01225 788499



[www.hilton.com/en/hotels/bathndi-doubletree-bath](http://www.hilton.com/en/hotels/bathndi-doubletree-bath)