



## MIDDLE EIGHT - SUSTAINABILITY POLICY

At Middle Eight, we are committed to operating our business sustainably and responsibly. We believe in reducing our environmental footprint, supporting local communities, and providing our guests with eco-friendly options. This policy outlines our approach to sustainability and our commitment to continuous improvement. Our policy has the full support of the General Manager.

### Environmental Commitment

We are dedicated to minimizing our impact on the environment and reducing the carbon footprint of the hospitality industry by focusing on the following areas:

#### 1. Energy Efficiency

**Renewable Energy:** We aim to source energy from renewable sources where possible.

**Energy-Efficient Equipment:** We use energy-efficient lighting, heating, ventilation, air conditioning, and kitchen appliances.

**Energy Monitoring:** We regularly monitor energy usage to identify opportunities for improvement.

#### 2. Water Conservation

**Low-Flow Fixtures:** We install low-flow faucets, showers, and toilets to reduce water consumption.

**Water Reuse:** We use greywater recycling systems where feasible.

**Water Monitoring:** We monitor water usage and strive to reduce waste.

#### 3. Waste Reduction

**Recycling and Composting:** We implement comprehensive recycling and composting programs.

**Single-Use Plastics:** We aim to achieve 100% free single-use plastics from our operations.

**Waste Minimization:** We work with suppliers to reduce packaging and encourage reuse of materials.

#### 4. Sustainable Sourcing

**Local and Sustainable Products:** We source local, organic, and sustainably produced food and beverages.

**Eco-Friendly Suppliers:** We prioritize suppliers with strong sustainability credentials.

**Responsible Chemicals:** We use environmentally friendly cleaning products.

**Commitment to green and ethical procurement policy.**

**Inform suppliers of the hotel's sustainability commitments and request to view theirs to see if they meet the same standards.**

#### 5. Biodiversity

**Commitment to preserve and protect biodiversity in and around the hotel and within the local community.**

#### 6. Awareness

**Encouraging guests to participate in the hotel environmental initiatives.**

**Raising awareness on environmental and sustainability issues – including regular staff training and guest facing information.**

**Commitment to apply the circular economy principles.**

**Promote green travel to team members and guests.**

## Social and Cultural Commitment

We are committed to supporting our employees, guests, and the wider community through:

### 1. Employee Well-Being

Compliance to the Equality Act 2010 and Modern Slavery Act 2015.

Fair Wages: We ensure all employees receive fair compensation.

Training and Development: We provide opportunities for employee growth and development.

Health and Safety: We maintain a safe and healthy workplace.

### 2. Guest Engagement

Sustainability Education: We educate guests on our sustainability initiatives and encourage participation.

Eco-Friendly Amenities: We offer eco-friendly amenities and services, such as refillable toiletries and sustainable transportation options.

Customer Feedback: We value guest feedback to improve our sustainability practices.

### 3. Community Involvement

Local Partnerships: We support local businesses and collaborate with community organizations.

Volunteer Opportunities: We encourage employee volunteering in community projects.

Cultural Preservation: We respect and promote local culture and heritage.

## Current green journey

At the heart of great hospitality is the desire to give and to care, and here at Middle Eight we are very conscious of our duty to give back to our local community, and to take care of our environment. To this end, we've created this policy as a statement of our Environmental Social and Governance intentions for our current and future operations.

## Eco-Label Journey – Green Tourism

In 2023 we formed a Green Team and set about reviewing and enhancing our sustainability efforts, ultimately to work towards and gain the Green Tourism accreditation.

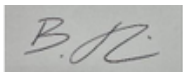
Green Tourism <https://www.green-tourism.com> is an internationally respected accreditation programme of Bronze, Silver and Gold awards acknowledged worldwide as an indicator of good environmentally friendly practice and are a great way of progressing on a green journey as well as acting as a hallmark of 'green quality' for our eco-minded visitors. The Green Tourism certification programme promotes a greener, cleaner environment, for people, places, and our planet.

## Policy Review and Compliance

We commit to regularly reviewing and updating this sustainability policy to ensure compliance with environmental regulations and industry best practices. Our goal is to exceed regulatory requirements and contribute positively to the environment and society.

## Conclusion

Middle Eight is dedicated to promoting sustainability throughout our operations and engaging with stakeholders to drive positive change. We welcome feedback and suggestions from guests, employees, and partners to help us achieve our sustainability goals.



Botho Stein

02 May 2025

Date the policy was created - May 2025