

THE MUNICIPAL

HOTEL & SPA

MGALLERY LIVERPOOL

SUSTAINABILITY AND CSR POLICY

1. Purpose

This policy outlines our commitment to conducting business in a socially responsible, ethical, and environmentally sustainable manner. It provides a framework for integrating sustainability and CSR principles into our operations, decision-making, and stakeholder relationships.

2. Scope

This policy applies to all employees, management, contractors, suppliers, and business partners. It governs all business activities across our organisation.

3. Our Commitments

3.1 Environmental Responsibility

We are committed to minimising our environmental impact by:

- Reducing greenhouse gas emissions and improving energy efficiency
- Minimising waste through reduction, reuse, and recycling practices
- Conserving natural resources, including water and raw materials
- Promoting sustainable procurement and responsible sourcing
- Complying with all applicable environmental laws and regulations

3.2 Social Responsibility

We strive to create positive social impact by:

- Providing a safe, inclusive, and respectful workplace
- Promoting diversity, equity, and inclusion across all levels
 - Upholding human rights and fair labour practices
- Supporting community development and engagement initiatives
- Ensuring products and services are safe and beneficial to society

3.3 Ethical Business Practices

We are committed to the highest standards of integrity by:

- Conducting business honestly and transparently

- Preventing corruption, bribery, and unethical conduct
 - Protecting data privacy and confidentiality
- Ensuring accountability in decision-making processes

3.4 Economic Responsibility

We aim to create long-term value by:

- Operating efficiently and responsibly
- Supporting sustainable innovation and growth
- Maintaining strong relationships with stakeholders
- Ensuring fair and ethical supply chain practices

4. Stakeholder Engagement

We actively engage with stakeholders, including employees, customers, suppliers, investors, and communities to understand their expectations and incorporate their feedback into our sustainability strategy.

5. Implementation

- Assign clear roles and responsibilities for sustainability initiatives
 - Provide training and awareness programs for employees
- Integrate sustainability into business planning and operations
 - Collaborate with partners who share our values

6. Monitoring and Reporting

- Set measurable sustainability goals and targets
- Regularly monitor performance against these targets
- Report progress transparently through annual reports or disclosures
 - Continuously improve based on data and feedback

7. Compliance

All employees and partners are expected to comply with this policy. Non-compliance may result in disciplinary action or termination of business relationships.

8. Review

This policy will be reviewed periodically to ensure it remains relevant, effective, and aligned with evolving best practices and regulatory requirements.

9. Approval

This policy is approved by senior management and reflects our commitment to responsible and sustainable business practices.

10. Key achievements and target areas

renewable energy in use 100% 2023

zero waste to landfill certification 2023

full led lighting and building management system in place 2023

removal of single use plastic in 2024

green tourism UK gold 2025

25% plant-based menu 2025

80% locally sourced 2026

by 2030 target food waste reduction 151 gram per cover reducing impact to co2 emissions

water reduction per occupied room 2% 2026