



Sustainability & Environmental Policy

The Bedford Lodge Hotel & Spa are very aware of the impact of our business on the environment and our local community. We are committed to mitigating our impact and to implementing sustainable practices across our operations that will support and make a positive difference with our environment, local communities, charities, schools, and businesses. This journey will also include improved support for biodiversity both in areas we control (our garden and grounds) and in the surrounding areas.

Our vision moving forward includes working towards retaining our Green Tourism accreditation. We understand that becoming a more sustainable business requires dedication, continuous improvements and embedding sustainable practices across all levels of the business.

This sustainability policy serves as a framework for all our stakeholders to use as guidance for the general operation of the hotel and spa and to understand its application within their role. Stakeholders include employees, owners, directors, management, external partners and hotel and spa guests.

ENVIRONMENTAL COMMITMENT remains a focus point of our journey and our objective is to actively participate in its protection through our commitments.

Our commitment considers a broad section of issues and in general considers our impact on the following issues:

- Measure the usage of our energy and water resources on a monthly basis and implement reduction strategies for both
- Look for ways we can improve how we address the circular economy principles
- Support initiatives in the field of nature conservation and biodiversity
- Reduce and measure our CO2 emissions on an annual basis
 - Reduce the use of pollutants and harmful chemicals both outside and inside the hotel and spa. Wherever possible make sure cleaning materials are eco-friendly
 - Reduce our waste output by recycling more items, reducing plastic inputs in our supply chains, and ensuring these inputs are correctly managed
 - Sourcing local produce also helps reduce environmental impacts and we aim to look for more local suppliers to assist our efforts
- Increase the awareness to our guests, staff and suppliers of our and their environmental responsibilities
- Encourage staff and guests to get involved in environmental support
 - Green Meetings – introduction of bespoke packages to delegates wanting to reduce/monitor the environmental impact of their meetings held at the hotel
 - Our spa use ESPA products which are environmentally friendly in that they are based on natural ingredients, mostly vegan friendly and that the brand has sustainability as a core value of its business from manufacturing to packaging to product.



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SOCIAL COMMITMENT encompasses how we impact, and support social, cultural, and economic issues associated with the hotel and spa operations.

The health and safety of our staff and guests is of primary concern, as is enhancing our supportive relationships with our local community. To date we have close links with charities that support youth community projects, children's hospices, East Anglian Air Ambulance, and local fundraising events, as well as many more.

All our staff are given opportunities and encouraged to take part in our community initiatives and annually nominate a charity of their choice for the hotel and spa to support. Our team are given free access to our Health & Fitness Club to support their health and mental wellbeing outside of work. All colleagues receive general sustainability training as well as awareness raising initiatives, in order to develop their talents and skills.

Bedford Lodge Hotel & Spa was originally a Georgian hunting lodge built for the Sixth Duke of Bedford in the 18th century and converted to a hotel in the 1940s. Retaining the charm and character of a country house with the modern luxury of a boutique hotel, we are nestled in three acres of secluded rose gardens and adjacent to some of the most famous paddocks and training stables in the world, synonymous with Newmarket, the home of British horseracing. Local cultural excursions are available to guests and highlighted in our guest directory and available on our digital concierge system. We have four EV charging points installed in our hotel grounds, free to our hotel residents, and promote sustainable transport options in the local area.


All employee hiring follows national regulations with regards to labour rights and equity and does not discriminate against any of the following: gender, disability, age, race, religion, or sexual orientation and supports the equal treatment of women and minorities.

We are committed to maintaining a safe and secure working environment for all our employees and provide a number of policies, training, and benefits:

- Employee Assistance Programme – provides a safe space for incident reporting and support with mental health, financial and wellbeing issues
- Benefits package – includes service discounts, free lunches, industry relevant training, rewards and recognition scheme, access to cycle scheme
- Health & Safety Training
- Health & Safety policies and plans
- Employment policies – including formal contract and Code of Conduct
 - All staff hiring is managed by our HR department supporting each department head with the recruitment process
- Legal compliance to environmental legislation, including the Equality Act 2010 and Modern Slavery Act 2015



Chief Executive



Owner

BEDFORD LODGE
HOTEL & SPA

