



WYBOSTON LAKES
R E S O R T
More Sustainable. No Apology.

Sustainability Goals 2021

#noapology

Here at Wyboston Lakes Resort sustainability gives us the opportunity to bring our diverse efforts under one umbrella and create a culture of conscience in what we do and how we do it. Our slogan is quite simply, 'More Sustainable, No Apology' meaning we're committed to making decisions which aren't the norm but will help us become more sustainable in everything we do.

Wyboston Lakes resort has aligned its own sustainability goals around the United Nations Good Life Goals and our own cultural aspirations for a hopeful future for all.

#noapology

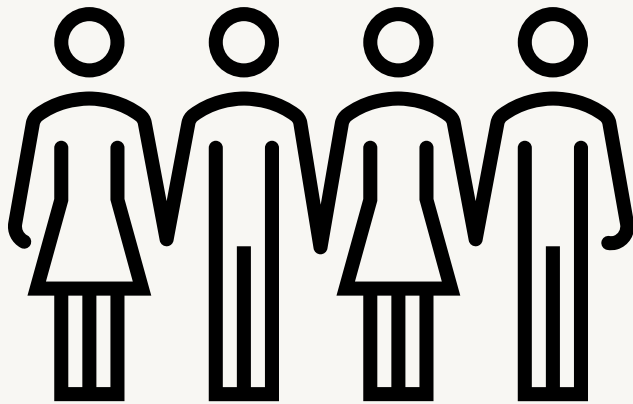
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**These goals
are split into
3 areas:**

Our People

Our Community

Our Environment



Our People

- **Pay and rewards**, we pay our team members well. We will buy from reputable companies that pay their people fairly. We will operate an extensive benefits package. We will provide opportunities for all our team.
- **Health & Wellbeing**, we will share ways to stay healthy. We will encourage exercise and movement. We will support good mental health and wellbeing in all our team members.
- **Learn & teach**, we encourage learning both life skills and career development for future progression.
- **Treat everyone equally**, we will treat everyone, regardless of race, ability or gender equally. We respect both men and women that care for families equally.

Our Community

- **Love where we live**, we will get to know our community better. We will support local initiatives and take part in local decisions where appropriate. We will protect and cultivate the local trees and wildlife.
- **Come together**, we will share and develop our sustainability goals with our team. We will celebrate progress together. We will get involved and volunteer in our community when appropriate.
- **Good causes**, we will support good causes close to the heart of our team members and will encourage the support through-out the team.



The background features several concentric, curved lines in shades of beige and cream, sweeping from the top left towards the bottom right, creating a sense of movement and depth.

Our Environment

Wyboston Lakes Resort is focused on environmentally friendly initiatives, which will benefit our people, our community and ultimately our planet.

Our energy efficiency is an integral part of our overall energy management policy & strategy. Our Green team, who are assigned responsibility for the carbon footprint and energy management policy, has taken a lead role in reducing overall environmental impact through **Energy** initiatives, **Waste** reduction and other stuff we call **Culture Shockers**.

Energy

Carbon Footprint and Energy Management

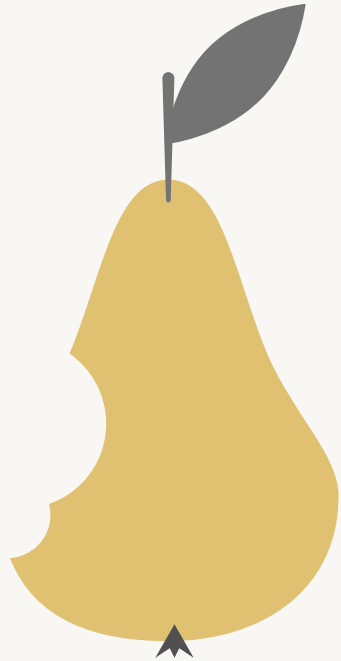
- We aim to achieve a reduction of 50% in our Scope 1 and Scope 2¹ carbon dioxide equivalent emissions by the end of 2025*.
- We aim to be Carbon Neutral in our Scope 1 and Scope 2¹ carbon dioxide equivalent emissions by the end of 2040.
- We are aiming to achieve a reduction year on year in our Scope 3¹ carbon dioxide equivalent emissions* through selective procurement of services and engagement of all interested parties.
- We are aiming to achieve an increased efficiency of 5% year on year in our electricity and gas energy use*, £100k revenue, through management of significant energy use systems.
- We are committed to ensure the necessary business resources are applied to the energy management system and that it is reviewed regularly, and improvements made.



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Gas and LPG

- Gas and LPG are both fossil fuels that are more difficult to eliminate but we are focused on find ways to overcome this. We will progress the feasibility of the installation of a Water Source Heat Pump to be submerged in the lakes that will be able to match our demand in utilities and so eliminate gas from the Resort.
- We will pursue any government incentives to move forward with this project.



Waste

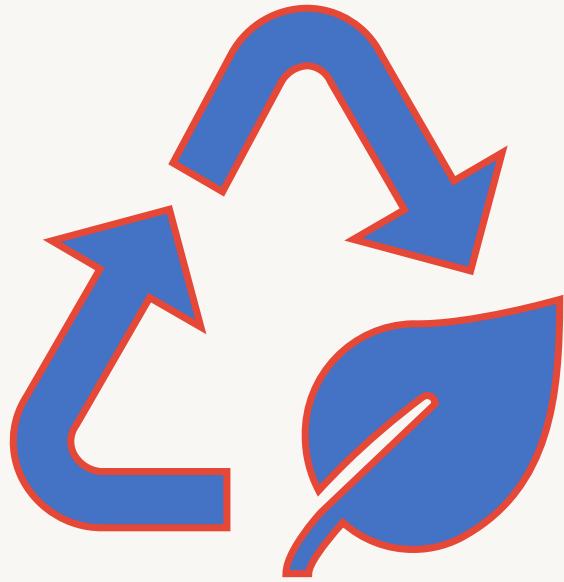
We're very aware that, as a Resort with so much on offer, what we waste has a massive impact on the environment. Amongst other things we're committed to ensuring our waste is managed in the best possible way.

- We will continue to be zero to landfill 100% of the time and our waste partner will reflect our own values and culture.
- Focus will be given to our food waste and in 2021 all wastage will be weighed to monitor and measure improvement.
- We will focus on pre-orders, local and seasonal produce and menu engineering.
- Where appropriate and possible waste or left-over produce will be distributed to shelters and food banks.
- We will adopt other initiatives where possible to reduce our water consumption and wastage, i.e waterless urinals, smart dispense cellar system and slow flow taps.

Culture Shockers

- **Clean our Seas!** We all know the impact that single use plastics have in our oceans. That's why we now use paper straws and compostable coffee cups and are part of the '#20percentless' scheme. We have reduced our single-use plastics across site by 42% since joining the scheme and will continue to ensure that plastic alternatives are sought in all areas of consumption or where possible simply removed altogether.
- **At one with nature,** the well-being of all our guests is paramount. That's why we will continue to support and maintain a nature reserve in conjunction with the Wildlife Trust. We will continue to plant trees and natural shrubs to support the green goals and our wildlife on-site.
- **Home grown,** we are aiming to produce more on-site, within the kitchen gardens and wild meadows, with a hopeful target of at least 1% of our fresh produce home grown.
- **Embracing paperless,** we will continue to actively reduce our paper consumption across all areas of the resort and in areas where paper is needed, we will always use a more sustainable option.
- **Chemicals** we use, how we use them and how often, will be a major factor when we consider our new supplier in 2021. We will ensure better use of technology and dosing equipment to keep our usage low.





And finally

Sustainability is not just a buzz word, it's here to stay. We recognise that we need to look at what more we can do. Whether that's in the coming months or years, with new ideas or further implementation of existing ideas.

But it must be a team effort by everyone in the industry. We at Wyboston Lakes Resort look forward to working closely with both clients and suppliers to make better choices to benefit our future generations.

Notes

*using 2019 emissions as a baseline

Scope 1 covers direct emissions from owned or controlled sources.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

Scope 3 includes all other indirect emissions that occur in a company's value chain. Carbon Trust

Note: All carbon dioxide equivalent emissions are based on the greenhouse gas reporting protocol for Scope 1, 2 and 3 and are calculated using the greenhouse gas conversion factors issued by the government of the United Kingdom on an annual basis.