



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

# Sustainability Policy 2024





# Introduction:

At Wyboston Lakes Resort, we are committed to environmental, social, and economic sustainability. Our focus is to operate as a responsible, sustainable business, and to make a positive impact on our surroundings and the well-being of all stakeholders.

This sustainability policy outlines our commitment to minimising our environmental footprint, promoting social responsibility, and ensuring ethical business practices.

## Environmental Sustainability

### 1. Energy Efficiency

Energy efficiency is at the core of our operations, as we continually seek innovative ways to reduce energy consumption, lower our carbon footprint, and promote a greener and more sustainable future.

- We will continuously strive to **reduce our energy consumption** through efficient equipment and responsible energy management practices.



- We have published and committed to a **4-year Green Energy Road Map** that will lead to an investment of at least £5m and will take us to **Net Zero** for scopes 1 & 2\* by the end of 2027.

### 2. Waste Reduction

Waste reduction is a cornerstone of our sustainability efforts, and we are committed to minimising waste generation, promoting recycling, and moving towards a zero-waste approach across our resort.

- We will minimise waste generation and **increase recycling efforts**.

- We will continue to be **zero waste to landfill**.

- We will **eradicate all food waste** leaving site with the use of food digesters.

- We will focus on **reducing plastics** and harmful packaging within the supply chain.



### 3. Water Conservation

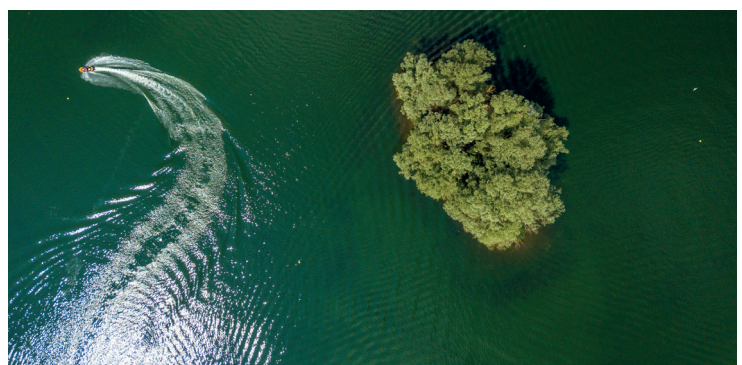
We are committed to implementing responsible water management practices and embarking on a pathway toward reducing water consumption and promoting sustainable use across our facilities. As part of this pathway we will embark on some of the following initiatives:



- We will **raise awareness** among our team members about the critical importance of water conservation encouraging them to **adopt water-saving practices** in their work activities, making it an integral part of our daily operations.

- We will be exploring **rainwater harvesting systems** to reduce our dependence on traditional water sources for non-potable uses, such as irrigation, flushing toilets, or cooling systems.

- We will explore the feasibility of implementing **graywater systems**. These systems will recycle and reuse water from sinks, showers, and laundry for landscape irrigation.





## 4. Biodiversity and Conservation

We recognise the importance of preserving biodiversity and are dedicated to implementing measures that protect local ecosystems, promote wildlife conservation, and harmonise our operations with the environment.

- We will continue to **protect local ecosystems** and biodiversity by maintaining our partnership with the Wildlife Trust and **maintenance of our nature reserve.**



- We will **promote sustainable land use practices** and limit the impact on natural habitats.
- We will continue to house and promote an **apiary on-site.**



- We will ensure that wildflowers have space to grow and the flora and fauna are **nurtured and protected.**

- We will continue to **plant trees, shrubs and hedgerows** across the site.

## 5. Supply Chain

We understand that our sustainability efforts extend beyond our organisation. We actively engage with our suppliers, fostering a partnership based on shared values of sustainability and responsibility.

Together with our suppliers, we work towards ethical sourcing, responsible practices, and the reduction of environmental impact across our supply chain. This collaboration not only ensures the integrity of our products and services but also contributes to a more sustainable future for all stakeholders involved.

- We will engage with our current suppliers in ongoing discussions about environmental and social initiatives and encourage them to **adopt sustainable practices** and **provide support if needed.**



- We will evaluate potential suppliers based on their commitment to sustainability, ethical practices, and environmental responsibility.

- We will establish a criterion for selecting suppliers that align with our sustainability goals.





## Social Responsibility

Social responsibility is at the heart of our values, and we are committed to making a positive impact on our communities by actively supporting local initiatives, charitable causes, and the well-being of our team members.

### 1. Employee Well-being



- We will promote a **stigma-free environment** where employees feel comfortable discussing their **mental health**.
- We will foster a **healthy and safe** working environment for all team members.

- We **encourage professional growth and development** through training, mentorship, and career advancement opportunities and are committed to launching our **Wyboston Walkways** in the coming year.

- We **support employees** in setting and achieving career goals.

- We encourage **work-life balance**, professional development, diversity, and inclusion.



- We aim to **foster a sense of community** and belonging by organising social events, team-building activities, and **team member culture groups**.

- We are committed to improving our Disability Confident Employer from **Level 1 to being a Level 2** Disability Confident Employer.



### 2. Community Engagement

- We will actively participate in **local community initiatives**, charitable activities, and social programs.

Working with Diamond Hampers, St Neots Festival, St Neots Dragon Boat Race, Bedford Prison, Schools and colleges we will **continue to invest** and support the communities where we operate.



### 3. Equity, Diversity, and Inclusion



- We will ensure our leadership is actively committed to **ED&I efforts** and provides visible support.

- We will implement regular ED&I training programs for all employees, emphasising the **importance of diversity and inclusion**.

- We will continue to **ensure equal pay for equal work** and opportunities for career advancement regardless of gender, race, or other characteristics.





## Ethical Business Practises

### 1. Transparency and Accountability

- We will **maintain transparency** in our sustainability efforts, reporting our progress, challenges, and improvements within our **ESG reporting annually**.



- We will be **accountable for our actions** and their impact on the environment and society.

### 2. Stakeholder Engagement

- We will actively **engage with stakeholders**, including team members, customers, suppliers, and local communities, to understand their concerns and expectations regarding sustainability.



## Compliance

We are committed to adhering to all relevant **environmental, social, and governance laws and regulations**. We will **regularly review** and update our policies to ensure compliance with evolving standards.

## Continuous Improvement

We will regularly **assess our sustainability performance** and set goals for continuous improvement in all aspects of our operations. **We believe that sustainability is a journey**, and we are dedicated to taking meaningful steps towards a more sustainable future.

## Conclusion

**Wyboston Lakes Resort is committed to integrating sustainability into our business practices and making a positive impact on our environment, communities, and stakeholders. This policy is our commitment to creating a more sustainable and responsible business.**

