

## IMPACT REPORT

### OUR PLEDGE

At The Grove, we are determined to do our bit for the planet and actively encourage all employees to join us. Everyone in the business has a role to play in what we set out to achieve and we need to take pride in implementing this policy which is intended to reduce our carbon footprint and impact positively on the environment whilst improving our guest experience.

#### **To achieve this, we will:**

- Support local products, businesses and suppliers.
- Establish and report on key environmental performance indicators.
- Minimise waste and optimise waste management.
- Develop a culture within the business that recognises the need to use energy resources efficiently and promotes the development and implementation of ideas throughout the business.
- Develop and evaluate operational policies to identify changes that could be implemented to deliver our services with lower energy use.
- Identify areas of waste or inefficiency that we can remove or reduce.
- Maintain our major equipment to ensure energy is used efficiently.
- Invest in cost-effective new technologies with reduced energy requirements and carbon emissions.
- Improve our buildings' performance to reduce energy demands.

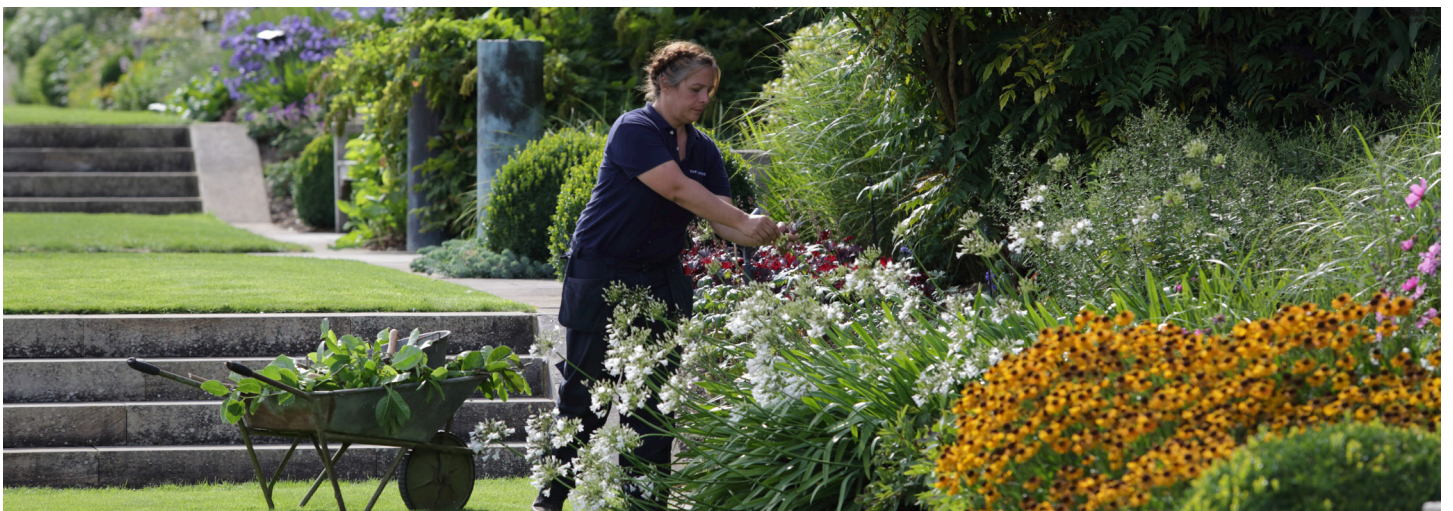


## OUR PLANET

Many sustainable initiatives have already been put in place around the hotel and grounds.

### Sustainability in the Grounds

- Creation and continual development of Jemima's Kitchen Garden – a bio-diverse haven where our chefs can hand-pick fresh fruit, vegetables and herbs to use in the restaurants. At The Grove we also produce our own beer, gin and honey.
- We were recently awarded GEO-certified status and were named 'Environmental Golf Course of the Year' at the Golf Environment Awards 2022. Both accolades reflect the strong efforts made by our gardeners, greenkeepers and grounds team.
- Installation of a rainfall compensation system that generates annual water savings of up to 30%.
- We have built a wetland area within the woodland as part of our regeneration project, creating new environments for newts, frogs, water voles and dragonflies.
- Ongoing investment in renewable energy programmes.
- We have an on-site management program for the regeneration of native trees and shrub trees.
- Collaboration with Hertfordshire & Middlesex Wildlife Trust to create areas of naturalised habitat, including River Gade chalk stream conservation, maintenance of native fescue grasses, and the introduction of wildflower areas.
- Use of greener machinery including electric vehicles and tools.
- Annual tree-planting. Our target is to plant 2000 native trees every year by 2028.





## Sustainability in the Hotel

- In our restaurants we offer vegan and vegetarian options to encourage those looking to reduce their carbon footprint.
- We have installed LED lights in all rooms.
- We have partnered with Bamford, a luxury, sustainable skincare brand.
- We have introduced an educational forest school for children at Anouska's Kids' Club.
- All food waste is processed through an aerobic digester.
- We use cleaning products that are made with bio-based oils and other natural cleaners.
- Paper ear buds are provided in the bedrooms.
- We have reduced the number of print newspapers by approximately 60% and instead use a digital media app.
- The Grove Buzz, our quarterly print newspaper, is 100% recyclable.
- Solar arrays on two roofs (100 kWp and 50 kWp).
- We have a sedum roof garden above the Cedar Suite and have a green roof above the Amber Suite.
- No waste goes to landfill. We work with **Grundon Waste Management**.



## SUPPLIERS

### Sourcing sustainable produce

When you dine with us, you can be sure that each dish has been produced with high-quality ingredients sourced from our gardens and carefully chosen suppliers who share our commitment to sustainability. Take a look at our suppliers below.

- For all fruit and vegetables, we work with [Watts Farms](#) and [RossCo](#).
- Our meat products are sourced from [Donald Russell](#) where the beef, lamb and pork are all grass-fed.
- Our fish products are sourced from [Reach Food](#).
- For baked goods that are not prepared on-site, we use [Flourish Bakery](#) to supply freshly baked goods.
- Our dairy products are sourced from [Foodspeed](#), a recognised B Corp organisation. These products are organic and produced to high environmental and animal welfare standards.
- The Grove gin is distilled at [Puddingstone Distillery](#) with fresh ingredients sourced from Jemima's Kitchen Garden.
- The Grove beer is distilled at [The 3 Brewers](#) in St. Albans, with the hops sourced from Jemima's Kitchen Garden.
- The coffee pods found in bedrooms and in meeting rooms are sourced from [CRU Kafe](#). Each capsule contains coffee that is organic, Fairtrade and ethically-sourced. CRU Kafe is a certified B Corp organisation.



## PEOPLE AND INDUSTRY

### Supporting charities and the local community

As well as our commitment to helping the environment, we are equally as passionate about supporting our local community. Over the years, The Grove has worked with and supported many groups and charities, including:

- **Playskill**, a local Hertfordshire charity that provides expert support, training and respite for pre-school children who have physical delays or disabilities. For every Mansion on the Hill cocktail purchased at our bars, £1 will be donated to the charity.
- **The Peace Hospice**
- **Watford Chamber of Conscience**, where The Grove joined forces with local charities **Home Start** and **Small Acts of Kindness** to provide hot meals for those in need during the coronavirus pandemic, including frontline staff at **Watford General Hospital**. More than 3,600 meals, 8,000 water bottles, and hundreds of ESPA moisturisers were also donated, along with 1,000 chocolate treats for Hertfordshire-based children's hospices and hospitals. Watford Chamber of Commerce will also be delivering quarterly training workshops for our team on Diversity and Inclusion, Disability Awareness and Sustainability in 2024.
- **The Hospice of St. Francis**
- **Youth Cancer Trust**, where we donate 10% of the profits from our Wellness For Cancer spa treatments.
- **Say it with a Smile** dementia charity, where coffee mornings are held in the Lounges for those struggling and their carers.
- **Macmillan** and **Save The Children**, where we helped to fundraise.
- **Luther Blissett Foundation**, where we facilitated introductions to the Ukrainian expatriate community to whom we offered employment opportunities.
- **Montrose Care Home**, where coffee mornings are held in the Lounges for those struggling and their carers.
- **West Herts College**, where our People team regularly hold talks about career opportunities, help with mock interviews and offer masterclasses with chefs. They also offer a two-year work placement to encourage careers in hospitality.
- **Hertfordshire Community Day**, where we will be hosting a community event for 20 Hertfordshire charities in summer 2024 to share information about their work.
- **DPR Housing**, where each week, the kitchen donates food. The charity provides supported living for those with learning disabilities and mental health needs.



## SUSTAINABILITY AND COMMUNITY AWARDS

- **Golf World ‘Green’ Top 100 Resorts 2023**
- **[GEO Certified – assured by the GEO Foundation for Sustainable Golf](#)**
- **Golf Environment Awards 2022 – Environmental Golf Course of the Year**
- **Green Apple Award – Silver for Environmental Best Practice**

