GRANTLEY HALL

CORPORATE & SOCIAL *Responsibility*

DECEMBER 2023

Valeria Sykes

I am fortunate to have many passions in life; family, nature and wildlife, delicious food and fine wine, travel and not least my Yorkshire roots. The journey since buying Grantley Hall in 2015 has afforded me the opportunity to indulge in many, if not all of these passions and I believe we have given this magnificent Grade II* building, with its rich heritage and history, a second lease of life and created both a building and a business that will have a long and exciting future ahead of it.

My vision for Grantley Hall was about more than creating a unique country house hotel set in beautiful surroundings. I wanted to invest in the county of Yorkshire - to ensure that we used local companies and tradesmen as far as possible, from our architects and builders to our furniture and bathroom suppliers. Creating a hotel of this quality requires a significant amount of investment and it was my wish that local companies, employing local people, should benefit from this investment. I wanted to create opportunities - opportunities in the shape of new jobs within the local community.

We employ over 350 staff here at Grantley Hall and the vast majority of our employees are from the local area. We aim to be a leading employer within the hospitality industry, not just locally but nationally, and the creation of the Grantley Academy is just one unique way we are trying to do this.

I wanted to minimise our environmental footprint and create a haven for nature within our grounds. Grantley Hall has been designed and built to the highest of BREEAM standards. (Building Research Establishment Environment Assessment Method). From bat friendly roofing to solar lighting, electric car charging points to ground source heating – we all have our part to play in behaving responsibly towards nature and I am delighted with the steps the team have taken to support my vision.

I wanted Grantley Hall to be a gift for Yorkshire and I sincerely hope that anyone visiting the hotel will believe we've succeeded in this desire. The team are focused on creating magical memories for our guests to cherish and we aim to become a much-loved hotel at the heart of our local community playing witness to key family moments for generations to come.

We will continue to invest time, effort and resources into our corporate, social and environmental activity and this document shares some of our key initiatives with you.

Thank you

POLICY INFORMATION

Operating in an ethical, sustainable and environmentally responsible manner is a key corner stone of the Grantley Hall vision. We are fortunate to be in a position where we have designed, created and operate a business which takes its corporate and social responsibility seriously and which has, and will continue to, invest time, resources and money in creating robust and long-term sustainable policies and relationships.

We have taken a Grade II* listed historic building with a rich and varied past and have created a business which allows the building to look forward to an exciting new chapter and which will ensure its' continued viability for generations to come. At the same time, as a new and innovative hospitality operator, we have the opportunity to set new standards of operating that support the key pillars of our vision and values and set Grantley Hall apart through the authenticity of our working practices and relationships.

We aim to create long standing and mutually beneficial relationships with our local community, we prioritise the use of local Yorkshire suppliers creating wealth and employment for the local area and will work closely with stakeholders from a wide range of companies, non- profit organisations and charities to create sustainable and rewarding long-lasting initiatives.

We have created a building which has been built to the highest of standards and we have created parkland and gardens which are designed to attract wildlife and insects and provide a habitat in which they can thrive.

Our approach to employee wellbeing is one of our unique aspects and forms a comprehensive and fundamental part of our corporate personality.

Grantley Hall is committed to understanding, monitoring and managing our social, environmental and economic impact both locally and within society as a whole. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our ongoing actions, and our enthusiastic and innovative approach to this policy.

OUR KEY AREAS OF LONG-TERM FOCUS

- Minimising our environmental impact and ensuring we operate in a sustainable manner
- Implementing ethical employment processes and supporting the wellbeing of all employees
- Measuring our success in each area and setting achievable short, medium and long term goals through the creation of our ESG Plan which will be available in 2024.
- Operating in an economically responsible way and being seen as a market leader in the implementation of best practice within our industry.
- Making a positive contribution within our local community and beyond.
- Developing our philanthropic strategy and activities to make a real difference across the Yorkshire region.

environmental IMPACT & SUSTAINABILITY

- Grantley Hall has been designed and built to BREEAM standards – this is the world's leading sustainability assessment method for new buildings, www.breeam. com.
- Recycling - we will recycle paper, cardboard, glass, and plastics where possible.
- As part of our food procurement policy we focus on purchasing items that are delivered in glass containers with a view to reducing our consumption of plastic.
- Areas of our external lighting are solar powered thereby reducing our consumption of electricity.
- All electrically powered lights will operate low energy LED light bulbs.
- Electric car charging points are available for both guests and staff.
- The ability to provide staff accommodation on-site will reduce our carbon footprint as it will help minimise car journeys to and from the hotel.
- Grantley Hall has its own water source. Water for the entire estate is sourced from a borehole to an aquifer.
- Grantley Hall's kitchens are fitted with induction hobs to support energy saving practices.
- Grantley Hall aims to procure food supplies from the local North Yorkshire area where possible, minimising the carbon footprint of our food sourcing. We will be working with carefully selected local suppliers to ensure that all meat, fish and poultry is ethically and environmentally reared. – our target is to source within 50 miles of the property with the majority of suppliers located within a 12-mile radius.
- Our food waste is sent to a local recycling plant where it is fermented and is used to generate power for the national grid.
- The hotel has installed solar panels on the roof of the Fountains Wing to generate a proportion of our energy requirements in an environmentally friendly manner.
- Developing our philanthropic strategy and activities to make a real difference across the Yorkshire region.
- Grantley Hall use Stabilised Aqueous Ozone during daily cleaning. SAO uses natural elements where Oxygen atoms are separated from our water allowing the O3 water to clean and kill 99.99% of harmful bacteria and viruses without using potentially environmentally harmful products.
- The hotel is taking part in The Skell Valley Project between the National Trust and Nidderdale AONB to slow water flow along the River Skell. The project aims to improve the landscape, natural and cultural heritage in the local area and supporting wildlife that enjoy the Skell Valley as their natural habitat.
- All heating systems at the hotel (for both hot water and general building heating) is via ground source heat pumps. They use 1kw of electrical energy to generate between 3 and 4kw of heat energy using low-level ambient heat energy in the ground.
- The estate has installed an Energy Management System by BMS to help reduce energy usage.
- Our internal areas are fitted with intelligent lighting sensors and our bedrooms have occupancy sensors so that lights and air conditioning systems are automatically switched off when the areas are unoccupied which reduces energy usage.
- Bat friendly roofing felt was utilised as were bat access slates in the construction of our roofs in order to provide a bat friendly habitat.
- Recycled aggregates were used where possible.
- All waste and silt removed from the estate is taken no further than 2 miles away reducing the carbon footprint of transportation.
- We have systems in place to reduce paper usage – eg. Fourth HR, Flow, Grantley Gateway, Procure Wizard, Opera, and our own Grantley Hall app.

BEING AN *ethical* EMPLOYER

- Grantley Hall is committed to operating above and beyond the minimum standards required by law to ensure our employees are safe, fairly rewarded and valued.

- We are proud to boast Workplace Wellbeing accreditation. Our wellbeing initiatives include:

  - A staff gym which all members of the team can use free of charge
  - A cycle to work scheme
  - Mental health first aiders and access to external confidential helplines
  - Free nutritious meals for staff whilst on duty.
  - Wellbeing support information on the company intranet site.

- We encourage diversity in the workplace and welcome applications from a wide range of people. We are committed to providing equal opportunities for our recruits regardless of gender, age, marital status, sexual orientation, disability, race or religion.

- We have a commitment to hiring and training apprentices offering work experience opportunities.

- We partner with an external organisation called Springboard to work with local schools, colleges and universities to promote careers in the hospitality industry – and two of our Chefs ae Springboard Ambassadors encouraging new talent to enter the industry.

- Once employed at Grantley Hall, each and every employee will be provided with individual personal development plans and relevant training which will enable staff to grow in terms of skills and experience and identify new opportunities for development. The company's appraisal system will provide a regular opportunity to review and individual's strengths and progress and construct personal career paths and development plans for each person.

- Hospitality action was established in 1837, providing vital support to those who work or have worked within the hospitality sector in the UK. Whatever challenge is facing our colleagues. Hospitality Action are there to support, listen, advise and get you back on your feet again. Grantley Hall works with this charity to provide a valuable support system for our team members.

- We will operate as a highly consultative employer who values feedback, ideas and discussion to that we can constantly strive to improve our working processes and environment.

- Grantley Hall has full wellness accreditation, and the hotel sits alongside the likes of Jaguar, Everton FC and United Utilities on the Wellbeing Charter. The assessors were particularly impressed with our company culture and recruitment strategy.

- Grantley Hall has a volunteering policy which allows every member of the team to participate in local projects one day a year on a paid basis.

OPERATING AN *economically* RESPONSIBLE BUSINESS

- Grantley Hall will treat all partners and suppliers with courtesy and respect and aim to develop long-term mutually beneficial and profitable partnerships.

- Grantley Hall will only work with suppliers and partners who operate in line with our own environmental, ethical and social policies and we will work with our partners to assist them in the development of their internal policies if required.

- When sourcing our products and supplies we are ensuring that all products are sourced in a socially, environmentally and ethically responsible manner. Examples of this include:
  - Our feather duvet and pillow products have been sourced from suppliers who guarantee that the content is not sourced from live animals.
  - Our mattresses are sourced from Harrison Spinks, also based in North Yorkshire, whose philosophy of 'farm to bed' products underpins the wellbeing of their livestock.

- Our Food Philosophy supports our ethically responsible approach. We have our own kitchen garden from which we source may of the herbs and vegetables across our restaurants.

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- Working with EcoPure systems, we filter and purify water sourced from our estate into still and sparkling drinking water. Providing water in reusable and re-fillable bottles with fully recyclable materials used throughout the purifying process and delivering to our guests. This system reduces the materials used, the need for recycling and our carbon footprint with regards to mileage consumption used in deliveries.

- In 2022 we created a wildflower meadow within the grounds to attract bees, butterflies and other pollinators to the ground and provide a source of food for indigenous species.

Positive COMMUNITY IMPACT

- We have invested significant time, resource and finances into renovating a nearly derelict Grade II* listed building, bringing it back to its original grandeur and ensuring a future legacy for the building for all to enjoy.

- The owners of Grantley Hall are keenly philanthropic and want to ensure that Grantley Hall plays its part in supporting the local community and a selection of charitable causes. Each year the staff at Grantley Hall will be asked to nominate and vote for selected local charities who will be the beneficiaries of our consolidated fund-raising efforts.

- Our owner, Mrs Valeria Sykes, is a dedicated patron of the arts and is a founder of a charity called New Light which celebrates and promotes Northern art, supporting both well-known and emerging artists by offering some of the region's best awards and opportunities with the biennial New Light Prize Exhibition, which is fast becoming one of the UK's largest and most talked about open exhibitions.

- Mrs Sykes and the family are firm supporters of the local area and patrons of Ripon Cathedral.

This policy is by no means a finite list of our aims and actions. The Grantley Hall owners, management team and staff are passionately commited to continuously striving to minimise our negative impact on the environment and indeed to make a positive contribution to the landscape and wildlife around us. We are constantly reviewing and amending our processes and procures in this regard.

GRANTLEY HALL

Fletchers RESTAURANT

NORTON BAR & COURTYARD

SHAUN RANKIN AT GRANTLEY HALL

EIGHTYEIGHT BAR & RESTAURANT

VALERIA'S

Three Graces Spa

ELITE LUXURY GYM & EXECUTIVE WELLNESS

ACADEMY DEVELOPING EXCELLENCE TO DELIVER THE EXTRAORDINARY

AA Hotel of the Year England 2022/23

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RELAIS & CHATEAUX