



# Future First Charter

*Our 2024 Commitments*



# Food Focus

## Our 2024 Commitments

100%

- of waste cooking oil to be refined into bio-diesel
- of food waste to anaerobic digestion

All our desserts are made without dairy



We will continue to display the carbon footprint of our dishes helping guests to make educated, climate-friendly choices.



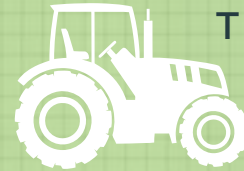
**FOOD WASTE**

Our approach is 'root to stem, nose to tail.'

Our menus will continue to prioritise British grown ingredients



Continue to use **RED TRACTOR**



assured chicken and milk

At least



of menus will continue to be plant-forward

Continue to eliminate the use of any air freight ingredients



# People Pledge

Our 2024 Commitments

3

*At least three apprentices per venue*

Inclusive working environments



All line managers enrolled onto bespoke 'leadership and mentoring' programme



*Guest feedback score*



*of 4 and above out of 5*

*Each venue has a:*

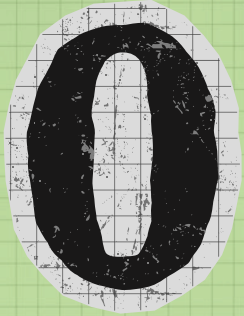


- Diversity*
- Wellbeing*
- Women in food*

*Ambassador*

# Enriching Environments

Our 2024 Commitments



*waste going  
to landfill*

Generate over 1 million KWH of renewable energy per year



First hotel group in the UK to roll out solar electric vehicle charging points across all venues



Reduce Co2 emissions by over

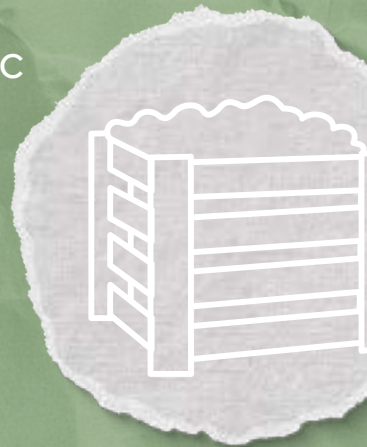


this year

Maintain woodland and create areas to grow wildflowers and meadow grass to support wildlife



Roll out static aerated compost system at all venues



**100%**

of our electricity is from renewable sources

SAVE

*460,000 litres*

OF WATER PER YEAR

Via water saving measures at many of our venues

Recycle over



50%

of all waste