

# Sustainability Strategy



HODSON  
BAY GROUP



A greener stay,  
a greater tomorrow.



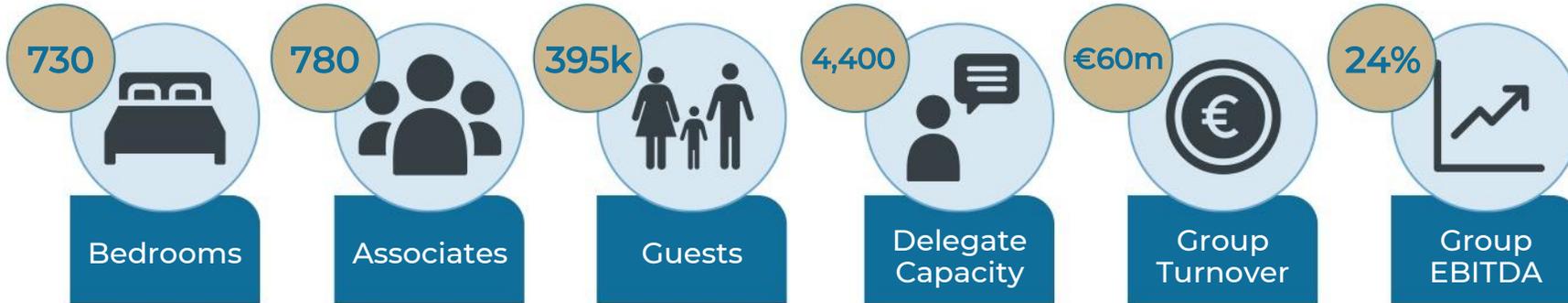
  
GALWAY  
BAY HOTEL

  
HODSON  
BAY HOTEL

HYATT  
CENTRIC™  
THE LIBERTIES  
DUBLIN

  
SHERATON  
Athlone Hotel

# About Hodson Bay Group





We see strong ESG programmes as contributing to us securing the best talent and strengthening the employee experience. An effective ESG policy enables us to form a loyal customer base backed by strong links working with and supporting local communities.

Padraig Sugrue, CEO, Hodson Bay Group



# Our Approach to Sustainability

The foundations of our sustainability strategy are built on four pillars:



## Environment

### We have committed to:

- Achieve Green Hospitality Certification for all hotels.
- Targets to reduce energy use and carbon emissions.
- Targets to reduce water use.
- Targets for recycling waste and waste reduction.
- Removal of all single use plastics.
- Enhancing biodiversity at our hotels.



## People

### We have committed to:

- Supporting diversity, inclusion and equality in our workforce.
- An employer excellence programme.
- Enhancing our employee working environment.
- A programme of Development & Progression for our employees.
- Five Pillars of Health & Wellness Programme.



## Community

### We have committed to:

- Working relationships with the local community, charity, sporting, cultural & historic organisations.
- Financial supports for community organisations.
- Engaging with our colleagues and customers on participation and involvement in community commitments, and our sustainability strategy.



## Governance

### We have committed to:

- Fair practices through comprehensive policies & our Code of Conduct.
- An independent feedback system for prompt responses to customer needs.
- Top-tier cybersecurity, GDPR compliance, & data protection.
- Effective governance & independent audits for informed decision-making.
- Strong risk management and auditing, including health, safety & compliance.
- Comply with all relevant government agencies and legislation, including Revenue, HSA, and Fáilte Ireland.

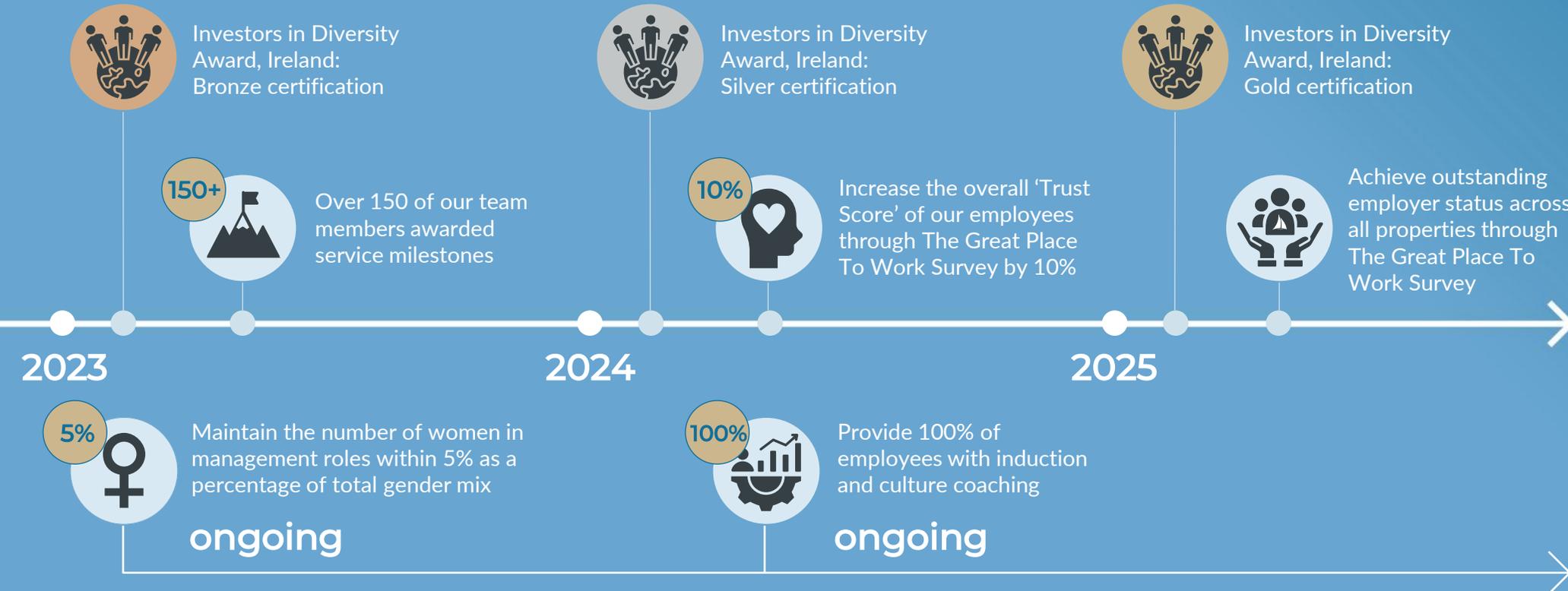
# Our Environment

Hodson Bay Group is undertaking several initiatives as part of the Green Hospitality Programme. These efforts are guided by independently audited criteria, aligned with the UN Sustainable Development Goals, the Global Sustainable Tourism Council Criteria, the EU Ecolabel, and the Sustainability Hospitality Alliance’s methodologies for measuring carbon, water, and waste. Notable programmes include; energy & carbon consumption, water consumption, waste segregation, sustainable procurement practices, “Keen to be Green” initiatives for our guests, removal of single use plastic & enhancing biodiversity across the group.



# Our People

At Hodson Bay Group Hotels, our people are at the heart of everything we do. Our culture of respect is reflected throughout our entire people-focused approach, from onboarding and training to offering opportunities for growth and development.



# Our Community

At Hodson Bay Group, we are deeply committed to integrating with and supporting local communities. For over 30 years, we have fostered strong relationships with local organisations, sports and cultural groups, and charities.



**ongoing**

Inform & enable our guests and encourage them to make greener choices



**ongoing**

Educate our guests about our community commitments and involvement



Commit to delivering one customer wellbeing event per month, per hotel



Increase the support for our local community partners through donations, fundraising, and invested hours by 5%



Supporting local groups, enterprises, and charities through financial, product and service

**ongoing**



Partnerships with team based and amateur sporting organisations and associations

**ongoing**



# Our Achievements to Date

50+



Over 50 nationalities make up our workforce across our 4 properties.



Investors in Diversity  
**BRONZE**



Ongoing relationships with local sports, culture groups and charities spanning over 30 years.



150 of our team members recently honored for service milestones from 5 years up to 30 years' service.

217



217 homes worth of carbon removed per year by reduced carbon consumption by the hotel group.

Great Place to Work status achieved for for all hotels in the group.



Eco-label sustainability awards achieved by all four of our hotels.



€3.5m



€3.5 million investment upgrade in our energy centres targeting a 25% reduction in energy usage.

# Governance

At Hodson Bay Group, we are committed to transparency and have built trust with our customers, partners, and suppliers by consistently upholding integrity and honesty in all our actions. We ensure robust governance while honouring the commitments we make.

## Delivering Sustainable Commitments:



Ethical  
Business  
Policies



Comprehensive  
Risk  
Management



Real-time  
Customer  
Feedback  
System



Cyber Security  
& GDPR  
Compliance



Effective  
Governance  
& Reporting



Government  
Compliance  
Assurance

# Yew Point



Conservation



Restoration



Community



Leave no trace

145



145 acres in size, and situated only 500 metres from the Hodson Bay Hotel



Low carbon



Education



Collaboration

36



36 Timber A Frame Eco Cabins & 4 Timber Guest Shelters