



THE
CELTIC
COLLECTION

Environmental & Energy Policy 2026

The Celtic Collection recognises it has moral and social responsibilities to the environment and is committed to developing an environmentally responsible business. We appreciate that environmental management is an issue of on-going concern for our guests, staff and suppliers and know that it requires constant reassessment, monitoring and continual improvement. We are dedicated to ensuring sustainability, awareness and compliance with all relevant legislation.

An environmental management system was developed to help the Collection oversee its operations and reduce its impact on the environment. The Celtic Collection is continually committed to reduce carbon-dioxide emissions, to improve on its water consumption and the waste generated within the business.

As of April 2024 this policy covers the activity and responsibilities for the following properties and those directly connected to:

- Celtic Manor Resort - Coldra Court Hotel - Newbridge on Usk - Parkgate Hotel - St Brides Spa Hotel - Ty Magor - Ty Milford Haven - Ty Newport

To deliver this commitment, The Celtic Collection aims to:

- Record and monitor all environmental impacts, including new projects and continue to work towards reducing our impact on the environment.
- Record and monitor all scope 1 and 2 CO₂e emissions (including electricity, gas, fuel and transport) and water and work towards a year-on-year reduction in like-for-like comparisons. The Collection aims to prepare towards reporting on scope 3 emissions through its supply chain in readiness for when the scope becomes mandatory
- Committed to meeting all current legal and any other future obligations.
- To manage all waste types that arrive, exist and leave site
- Continue to minimise the amount of waste disposed of in general waste by ensuring that all areas of the business have the appropriate number of bins to recycle food, cardboard, mixed recycling and glass as appropriate and economically viable. The collection aims to achieve a 70% recycling target by 2027, following the legislative waste changes that came into effect in April 2024

The business will continue to delivering monthly performance reporting to all associated properties, covering energy, water and waste management, allowing colleagues to remain informed of building performances month on month

- The business hopes to produce a Sustainable Development Report in 2027 to, this document will highlight previous actions undertaken from the year prior, whilst highlighting proposed activities for future years. The report will detail the activity in the following areas of the business: **Energy – Waste – Water – Transport & Equipment – Procurement**



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Strategy – Landscape & Biodiversity – Our People & Our Community.

This document once created is hoped to will satisfy all reporting requirements and will reflect the Objectives and Targets throughout the orgnaisation.

- Working toward the reduction of plastic packaging waste by using re-usable packaging where possible or providing water through varied locations' water stations
- Continued efforts towards being compliant to the Workplace Recycling Regulations 2024
- Ensure that all staff are given the opportunity to undergo departmental targeted training sessions and new starters be given basic induction training to allow staff to address environmental responsibilities within the framework of normal operating procedures. Mandatory training will continue to be delivered throughout all properties to assist colleagues with their environmental responsibilities, these sessions may be delivered in person and or by e-learning
- Reduce the impact of its use of vehicles for transport around the Collection with the use of electric/hybrid vehicles for staff
- Achieve ISO14001, whilst maintaining all other obtained Standards/accreditations
- Work towards running menus that incorporate locally sourced ingredients from responsible suppliers and menus that are influenced by seasonal availability, minimising our carbon footprint
- Commit to the protection of the environment and prevention of pollution, land contamination and other environmental issues
- Maintain the environmental response plan/s for major incidents
- The business' Sustainable Management Review Team (SMRT) will continue to oversee and determine those environmental behaviours and strategies that best serve the business
- Documentation review and amendment activity remains, with the ratification of all environmental documentation to be approved by the SMRT
- All Working Groups created will continue to pursue continual improvement within the buildings they work in for the foreseeable future. Their actions will help to uphold those environmental responsibilities/standards applied to the business and to support all building custodians to maintain those Environmental Management System's standards that exist against the system
- This policy was last updated 17/03/26 and will be made available to all interested parties.



Julie Hammond

Chief Executive Officer