



## ENVIRONMENT POLICY

The Gleneagles Hotel is committed to the implementation of proactive measures to help protect and sustain the local, national and global environment for future generations. The Gleneagles Hotel aims to achieve the objective of improved environmental performance through pollution prevention, increased staff awareness and continuous improvement.

- 1) The Gleneagles Hotel is committed to the protection and enhancement of the local, national and global environment and strives for continual improvement of its environmental management system.
- 2) The ultimate responsibility for determining and ensuring implementation of the environmental policy rests at Diageo board level with a designated board member. At The Gleneagles Hotel, responsibility lies with every manager, but specific responsibilities are held by the General Manager and the Environmental Co-ordinator.
- 3) All employees of the company are expected to conduct their work in a manner compatible with the company's environmental policy and objectives.
- 4) The Gleneagles Hotel will continually relate environmental considerations to wider commercial objectives and responsibilities to stakeholders. The Gleneagles Hotel is committed to the provision of appropriate training, personnel and resources to ensure that the environmental policy can be implemented effectively.
- 5) The Gleneagles Hotel is committed to compliance in the letter and spirit of relevant laws and regulations, and maintain a proactive approach to the implications of future legal requirements.
- 6) The Gleneagles Hotel will continue to take steps to minimise any detrimental impacts on the environment caused by the operation of the hotel, golf courses and estate. The Gleneagles Hotel aims specifically to minimise the adverse environmental impacts associated with effluent discharge, land use, emissions to air and waste generation through best available techniques as they emerge in order to prevent pollution and also to maintain water quality.
- 7) Environmental performance throughout The Gleneagles Hotel will be regularly audited and evaluated. The Gleneagles Hotel will ensure that objectives, targets and action plans are determined for reducing all significant environmental impacts caused by the operations of the estate. Objectives and targets will be regularly revised with the aim to continually improve the environmental performance.
- 8) All new developments will be evaluated prior to approval to assess their likely environmental impacts. At The Gleneagles Hotel particular consideration is given to any activity which may have the potential to adversely affect the nineteen sites of scientific interest (SSI) and one site of special scientific interest (SSSI) which are located around the estate.
- 9) The Gleneagles Hotel seeks to conserve natural resources by ensuring the responsible use of energy, water and materials by the continual implementation of the 3R's (Reduce, Reuse and Recycle) and still provide the quality expected by our customers.

- 10) The Gleneagles Hotel will continue to implement a policy whereby environmental considerations are integrated into purchasing requirements, with regard to suppliers, their products and/or associated packaging.
- 11) The Gleneagles Hotel will conduct rigorous and regular environmental reviews of all its operations to ensure compliance with the policy. The Gleneagles Hotel will review the operations of the environmental management system at regular intervals as stipulated by the environmental management system on the site.
- 12) A proactive, open and co-operative attitude to environmental issues will reflect The Gleneagles Hotel aim to be an environmentally responsible organisation.
- 13) Any and all enquiries relating to the contents of this policy may be directed to the Environmental Co-ordinator, Bruce Reekie, on Tel: 01764 694287.