

THE BROMLEY COURT HOTEL



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HOTEL

Environment & Sustainability Policy

Originally Created: May 2025
Reviewed & Updated: May 2026

Ensuring a Greener Future, Together

1. Policy Statement

The Bromley Court Hotel is committed to operating in an environmentally and socially responsible manner. This policy outlines our commitment to sustainability, ethical business practices, environmental protection, community engagement, and continuous improvement. We recognise the impact our operations have on the environment and are committed to reducing this impact while maintaining high standards of guest service and employee wellbeing.

2. Purpose of the Policy

This policy sets out how The Bromley Court Hotel will reduce its environmental impact, comply with relevant environmental legislation, support sustainable tourism practices, and work collaboratively with employees, guests, suppliers, and the local community to achieve our sustainability objectives.

3. Roles and Responsibilities

- Senior Management have overall responsibility for the implementation and monitoring of this policy.
- The General Manager is responsible for ensuring the policy is reviewed annually.
- Managers are responsible for embedding sustainable practices within their departments.
- All employees are expected to follow this policy and contribute towards sustainability initiatives.

4. Employee Wellbeing & Engagement

- Protecting the health, safety, mental health, and wellbeing of employees and guests.
- Encouraging professional development and employee involvement in sustainability initiatives.
- Promoting a positive and transparent workplace culture.
- Supporting work-life balance and inclusive working practices.

5. Waste Management & Recycling

We aim to minimise waste generation and maximise recycling and reuse across the hotel.

- Paper and cardboard waste is separated and collected for recycling.
- Food waste is collected through commercial waste partners, with surplus food donated where appropriate.
- Cooking oils are recycled through licensed waste contractors.
- Glass, metals, plastics, textiles, and electrical waste are disposed of responsibly through specialist recycling providers.
- We have reduced glass wastage by moving to refillable filtered water across rooms and events. We have also reduced disposal of tonic bottles by moving to a BIB dispense system
- Single-use items are being reduced and replaced with sustainable alternatives where possible. (we have removed single use coasters from the bedrooms in favour of an alternative made from recycled tires)
- Clearly labelled recycling bins are provided throughout operational areas and conference spaces.

6. Energy Efficiency & Carbon Reduction

- Using energy-efficient lighting, including LED technology.
- Installing motion sensors, timers, and energy-saving controls where appropriate.
- Maintaining heating, lighting, and operational systems to maximise efficiency.
- Encouraging employees to switch off unused equipment and minimise unnecessary energy use.
- Reviewing opportunities for renewable energy and further carbon reduction initiatives.
- Monitoring energy consumption and implementing efficiency improvements where possible.

7. Water Conservation

- Installing water-saving devices including flow restrictors and efficient toilet systems.
- Encouraging employees and guests to conserve water.
- Maintaining water systems to minimise leaks and wastage.
- Collecting rainwater for use in maintaining hotel grounds and flower borders.
- Providing filtered tap water and reducing reliance on bottled water.

8. Ethical Procurement & Supply Chain

- Prioritising suppliers who demonstrate ethical and sustainable practices.
- Considering local and environmentally responsible sourcing wherever practical.
- Encouraging suppliers and contractors to maintain sustainability policies and good labour standards.
- Promoting transparency and accountability within procurement processes.

9. Sustainable Travel & Transport

- Encouraging staff and guests to use public transport, cycling, and other sustainable travel options.
- Supporting employee participation in the Cycle to Work scheme.
- Promoting remote meetings where practical to reduce unnecessary travel.

10. Community Engagement & CSR

- Supporting local charities, community initiatives, and partnerships.
- Encouraging employee participation in fundraising and volunteering activities.
- Promoting environmental awareness amongst guests and staff.
- Supporting local culture, tourism, and community wellbeing.

11. Training & Awareness

Environmental and sustainability expectations are included within employee induction and refresher training. Staff are encouraged to contribute ideas and support the continuous improvement of sustainable practices across the hotel.

12. Monitoring & Continuous Improvement

The Bromley Court Hotel will monitor environmental performance through key performance indicators including energy and water consumption, waste and recycling rates, supplier sustainability performance, and employee and guest engagement. Sustainability performance will be reviewed regularly, with annual policy reviews undertaken by senior management.

13. Policy Review

This policy was originally created in May 2025 and formally reviewed and updated in May 2026 to reflect ongoing improvements, operational developments, and evolving sustainability objectives.

Signed: 
General Manager
Date: 1st June 2026