



Meadowlands Hotel Sustainability Policy

The Meadowlands Hotel is a hotel by Nature, a Home by Heart. Located in a beautiful setting, we are committed to adopting policies that protect our landscapes and environment. Together, we are working towards a sustainable future for our hotel, our staff, and our guests.

We have implemented strong environmental and sustainability measures within our hotel, and we are dedicated to constantly improving these initiatives as our business evolves. In this effort, we support and adhere to the UNWTO definition of sustainable tourism, which states: "Tourism that takes full account of its current and future economic, social, and environmental impacts, addressing the needs of visitors, the industry, the environment, and host communities."

To achieve our sustainability goals, we focus on identifying areas that require improvement through regular measurement and assessment. We are committed to tracking our water, energy, and waste usage monthly and finding ways to reduce our consumption.

Our Green Team meets biweekly to discuss how we can enhance our processes and implement new initiatives.

Local Sourcing and Fair Trading Practices

We are dedicated to sourcing responsibly and locally whenever possible, supporting Kerry and Irish producers to help reduce food miles. Our primary focus is on assisting small artisan producers, makers, and suppliers who contribute to the local community.

We actively engage in fair trading practices with all our suppliers, guests, and employees. Additionally, we are committed to replacing imported products with high-quality Irish alternatives.



Meadowlands Recovery & Recycling Program

We aim to reduce our general waste by 20% and food waste by 10% in 2025,, monitoring our waste weekly. Our initiatives include:

- Developing a sustainability training plan for staff on recycling.
- Replacing miniature toiletry bottles with larger refillable dispensers.
- Using eco-friendly guest amenities and cleaning products.
- Implementing a "Think Before You Print" policy with PEFC-certified paper.
- Switching to cardboard straws and cocktail stirrers, and replacing plastic water bottles with glass.
- Installing water dispensers to eliminate glass bottles in rooms.
- Recycling cardboard, glass, cans, light bulbs, and batteries.
- Continuously reducing landfill waste by cutting down on single-use plastics and composting.
- Monitoring paper use and repurposing excess for briquettes.
- Using wooden hangers and requiring suppliers to use reusable delivery boxes.
- Reducing menu options for tours to limit waste and prioritizing local purchases.
- Composting all food waste and transporting vegetable peelings to local farms.
- Reusing leftover meat for dogs and grinding used soap bars for cleaning purposes.

Hazardous Waste

Batteries and bulbs are collected at the hotel and recycled with Kelleher. Electronic equipment is taken to the recycling depot or Harvey Norman for responsible disposal. Paint cans are brought to Higgins Waste for proper disposal.



Meadowlands Hotel Energy Conservation Plan

The Meadowlands Hotel is dedicated to reducing our environmental footprint while providing our guests with eco-friendly accommodations and food and beverage options. A key aspect of "going green" is closely monitoring our energy consumption, which enables us to make necessary adjustments to align with our sustainability goals.

This energy management plan is a dynamic document that we continuously evaluate and update as we work to enhance the hotel's energy efficiency.

In 2025, we aim to reduce our electricity and LPG consumption by 10% and will regularly benchmark our progress.

To decrease our electricity usage, we have switched our heating and hot water systems to a renewable energy provider, EnergieXpro. As a result, 84.22% of our energy will be sourced from renewable energy. Additionally, we have replaced old pipes and boilers, and gas is no longer used on the premises.

We have installed a roof-mounted solar PV system along with two heat pumps, which are expected to generate most of the energy required to operate the hotel.

Our commitment to reducing energy consumption includes implementing new efficiencies, controls, and process improvements. We have added sensor controls for lighting in storerooms, hallways, and restrooms.

To promote sustainable transportation, we have installed two electric car charging points for our guests.

The hotel is gradually upgrading to LED lighting, significantly reducing CO2 emissions each month.

Energy-saving key cards in guest rooms have been adjusted to decrease the time electricity remains active without a key—from 3 minutes to 30 seconds. In hallways, the time has been reduced from 15 minutes to 5 minutes.

In the kitchen, the salamander has been switched from gas to electric, automatically activating with sensors from the plates.

We have also sealed windows to prevent drafts in the rooms and are planning to hire an energy manager to identify further opportunities for energy savings.



Meadowlands Hotel Water Conservation Plan

At Meadowlands Hotel, we prioritize "green travel" and aim to minimize our environmental impact through water conservation. To achieve our goal of reducing water usage by 10% in 2025, we are implementing the following measures:

- Encouraging towel reuse to limit washing
- Using plastic bottles in cisterns to decrease flush water
- Installing low-flow faucets and waterless urinals
- Utilizing eco-friendly cleaning products
- Adding aerators to taps by the end of 2023
- Informing guests about sustainability in pre-arrival emails and promoting refillable water bottles
- Employing eco-programs in washing machines at 40 degrees
- Quickly addressing any leaks
- Running full loads in dishwashers and laundry
- Replacing 2L kettles with 600ml versions
- Installing water dispensers in corridors to reduce bottled water usage
- Use greywater for irrigation.



Community Engagement Plan

At Meadowlands Hotel, our commitment to the community is essential for our success. We believe that engaging in activities that uplift our community enhances our brand identity and promotes positive word-of-mouth marketing.

To support this commitment, we will allocate at least 1% of our total revenue to local events, organizations, sports clubs, and charities. We aim to understand their needs through direct communication and offer support in various forms, including monetary donations and complimentary vouchers.

We encourage our employees to volunteer, providing recognition for their efforts through rewards such as volunteer hours or appreciation vouchers. A tracking system will be implemented to monitor volunteer participation and improve annually.

Our key commitments include:

- Supporting employee participation in community initiatives.
- Respecting local culture and traditions.
- Ensuring non-discrimination in recruitment and procurement processes.
- Prioritizing local suppliers and hiring local resources when possible.
- Encouraging guests to engage with local traditions through excursions.
- Maintaining public access to essential resources.
- Consulting with the local community on developments affecting them and conducting impact assessments.
- Promoting local products and services to guests.
- Contributing to the maintenance of local public areas and infrastructure.
- Inspiring staff and customers to explore the destination.

Through these efforts, Meadowlands Hotel aims to foster strong relationships within our community.



Meadowlands Employee Wellness Program

Employee wellness programs offer various benefits, such as increased productivity, reduced sick days, and a happier workplace. Despite the challenges of irregular hours in the hotel industry, we aim to create a positive work environment at Meadowlands Hotel. This wellness program applies to all employees and may be offered as part of a group health plan or separately. Our key goals include helping employees to:

- Lose weight
- Quit smoking
- Manage stress
- Improve mental health
- Enhance strength and stamina
- Promote teamwork
- Strengthen community spirit

Available wellness resources include:

- Wellness Mornings/Days with empowerment activities
- Gym and pool memberships at Aqua Dome/MTU
- Discounts with Tralee Bike Hire
- Team-building days exploring local attractions
- Sponsored staff nights out
- Subsidized nutritious meals and drinks

Participation in the wellness program is voluntary, and there will be no penalties for those who choose not to participate.

Staff Sustainability Incentives

To encourage involvement in sustainability programs, we offer incentives. Employee volunteer hours are tracked and rewarded, highlighting our commitment to community involvement.

We also engage with local organizations like Tralee Tidy Towns and Tralee Chamber during work hours.

Incentives may include:

- Vouchers for meals, weekends away, and activities
- Paid time off

We are excited to promote a healthier, more engaged workforce!