

At the Golden Jubilee Conference Hotel, we are committed to ensuring that the environment is safeguarded for future generations and to continually improving our performance through our active sustainability policy.

The Golden Jubilee Conference Hotel has aligned its sustainability policy with the United Nations 17 Sustainable Development Goals (SDGs). The United Nations SDGs are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

For the Golden Jubilee Conference Hotel, it is about linking all of our activities with the goal of achieving a better quality of life for our staff and their families, as well as our local community and society at large. We define our sustainability into four key areas.



## Our People

A commitment to what we regard as our most valuable resource – our employees.



## Our Workplace

Our responsibility to our guest, visitors, patients, suppliers and partners.



## Our Environment

We do all we can to reduce our carbon impact on the environment.



## Our Community

We ensure that we are an active partner in the community where we operate.

## Our People

We recognise the value and importance of our employees therefore managing talent within our organisation is a priority. Our employment policies comply with NHS Partnership policies to ensure that the working environment within all areas of our business embraces diversity and offers fairness and equality of opportunity in every respect.

**Recruitment** - Applicants for employment within our business will be assessed fairly, regardless of race, gender, age, disability, marital status, sexual orientation or religious belief.

**Training and development** - Appropriate training will be offered to all employees in order to assist and empower them within their daily work.

**Remuneration** - Employees of our NHS Board will receive NHS pay and condition rates.

**Diversity and equal opportunities** - All staff will be treated with dignity and respect regardless of their origin or background. We embrace and actively promote diversity within our organisation.

**Health and Wellbeing** - We recognise the importance of all our employees, we encourage a healthy work-life balance, exercise and good mental health for all staff.

**Talent management** - We are keen to harness the potential of all of our employees and we actively encourage and support all those who demonstrate talent and wish to progress within our organisation.

## Workplace

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As part of NHS Golden Jubilee, there is no doubt that we have a corporate social responsibility for health, but we are also committed to the highest standards of business and clinical practices towards our guests, patients, visitors, suppliers and partners.

- Our services are accessible to all, including those with disabilities or special needs.
- We operate a healthy and safe environment for guests, staff, patients, visitors, and contractors.
- We are committed to the personal safety of all guests, patients and site visitors.
- We are committed to appropriate investment in our properties.
- Our Purchasing department consider ethical and environmental obligations compulsory as part of the procurement process.
- We are committed to honesty and transparency in our communication with guests, patients, the public and media and we adhere to industry best practice in advertising and other marketing activity.

## Environment

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The Golden Jubilee Conference Hotel actively seeks ways to reduce our carbon impact on the environment and we will work with suppliers, partners and our team members to ensure that we all understand the environmental impact of our operations.

Energy conservation is the largest environmental impact of our business and we actively explore, and implement as appropriate, any initiative that could reduce our energy consumption. For example: low energy lighting, regular boiler efficiency audits, PowerPerfect systems, variable speed motor drives, maximum water temperatures and movement sensor controlled lighting are just some of our current initiatives.

Water is a scarce resource, so we actively strive and encourage our team members to conserve water usage throughout our business. By detailed measurement and innovation to reduce consumption, we have implemented a proactive water monitoring process to quickly identify leaks and potential problems, in addition to providing water saving devices in toilets and restrictors for taps and showers.

Waste management, we have a commitment to increase recycling levels, as well as dispose of equipment and fabrics responsibly. We are committed to ensuring our waste is managed in the best possible way.

Responsible purchasing, we ensure that our suppliers are aware of our environmental goals and have their own environmental policies in place.

## Community

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As part of an NHS Scotland Board, we recognise and value the community that we operate within. As a successful and progressive organisation, we will interact with and support our community wherever possible.

Our commitment to our community includes:

- liaison and involvement with local authorities and volunteer groups in scoping and redesigning our services;
- actively engaging with local people about our services;
- proactively targeting our local community for volunteers;
- supporting local charities; and
- forming and maintaining links with local schools and colleges for work experience placements.

