



# Sustainability & Social Responsibility

At the Limerick Strand Hotel we recognise that our business has an important role to play in protecting and enhancing the environment for future generations and to help secure the longterm sustainability of the tourism industry. We are committed to reducing our environmental impact through better efficiencies in the use of energy, minimising waste and water usage. As well as ensuring responsible purchasing, supporting local suppliers, engaging with charities, community and empowering our staff. It is our priority to encourage our customers, suppliers and all business associates to do the same. We have partnered with Green Tourism a sustainable hospitality specialist accreditation partner. Thanks to our continued efforts, which are aligned with Sustainable Development Goals, we achieved Silver Green Tourism Award and our goal for 2024 is to achieve Gold accreditation.

# Energy

We use Acutrace portal which provides hourly energy usage figures across 19 electricity meters installed in various locations in the hotel. It is also helping us to evaluate energy efficiency over time. Electricity usage is monitored and reported on a daily basis by our Sustainability Manager. Energy costs and savings are reported and communicated among management on a monthly basis.

Awareness and education on energy efficiency is focal to all communication to staff. We engage our Green Team in championing energy saving practices and promote awareness among all employees. Energy saving best practices are embedded in our operations across all departments. We constantly strive to bring improvements to our energy management, through regular reviews, education, training and measures such as timers and check lists.

## Goals

- *Installing sensor lighting in final remaining staff areas, storerooms and lifts*
- *Replacing street lights to LED*
- *Exploring the possibility of installing more electricity meters as well as water and gas meters to allow carbon footprint tracking*





## Energy Achievements to date

- Replacement of lighting fixtures in our largest function room Shannon Suite reducing energy consumption from 75kw to 10kw for each light.
- Switched to 99% LED lighting in all areas in the hotel and installed sensor lighting in many areas including back of house corridors, storerooms, function room toilets and emergency exit staircase.
- When replacing electrical appliances we ensure improved energy efficiency - achieved by switching from gas to electric equipment (eg salamander, fryer and bratt pan).
- We reduced electricity usage in the first two quarters of 2024 by 10% compared to 2023.
- Sensor lighting is being installed in our car park to achieve projected 40% energy savings.
- Mapped majority of energy boards and listed high energy consuming equipment by area to increase awareness and reveal improvement opportunities. This is reviewed periodically and updated as we change equipment or operations

# Water

We monitor and aim to reduce our water usage and have a monitoring system in place to detect leaks. We are in a staged process of upgrading water aerators in guest room bathrooms, with the aim of reducing water flow to 3 litres per minute on sink taps and 6 litres per minute on showers. Through our 'Environmentally Friendly Stay' signs in all guest bedrooms, we inform our guests about following simple steps to re-use towels and opt-out of linen change to reduce water usage associated with the laundry. We promote water saving actions that staff can take on our Green Team and Sustainability Board and ensure best practices are part of our operations.



## Goals

- *Continue to monitor water usage and consider installing additional water meters to separate water usage in different areas of the hotel*
- *Consider other ways to conserve water in public/back of house areas*

# Heating & Cooling

For any sustainability focused business, it is essential to implement efficient heating and cooling of the building, as typically it the highest energy user. On a daily basis, we adjust the temperatures and AHU times on BMS system for different areas of the hotel depending on outside temperature and business requirements. We control water temperature separately for different pools including therapy pool and jacuzzi and water temperature for the hotel through BMS system.

## Achievements in this area

- Our Heatstar unit was upgraded in 2023. It controls temperature and climate control of the pool area and the main swimming pool in our leisure centre.
- We have installed Variable Speed Drive and invested in additional HVAC Drive to improve efficiency of heating and cooling
- 5 boilers have been upgraded in 2024 to include a cascade system, ensuring the system is more efficient

## Goals

- *Continue to proactively manage heating and cooling of the building*
- *Review the performance of heating and cooling equipment to evaluate any further investments for efficiency improvement*



# Food & Drink

Our head chef strives to deliver only the best quality of locally sourced food and food experience. We support local artisan producers and use fresh, healthy and highest quality ingredients. We aim to keep our food miles down by using as many local suppliers as possible. All our beef is Irish, while all chicken and lamb are Halal. Our menus include gluten-free, vegetarian and vegan choices, any dishes can be adjusted to suit most dietary requests. All our Tea & Coffee Products are Fair Trade, sourced from Bewley's. Plant based milk alternatives are also available for breakfast and hot drinks. We are proud to offer full Irish breakfast buffet, with occasional exceptions to tomatoes and mushrooms while out of season.

Our menus are crafted with minimising waste in mind. For example we are mincing any beef cut-offs and use it in lasagne and bolognese while vegetable trimmings are used for cooking our own stock. We also vacuum pack and freeze unused food for use at a later date. Food remaining from events is moved to canteen as part of staff lunches. We always rotate food to avoid spoilage, monitor and aim to predict how much food needs to be ordered and prepared to avoid food waste. Only our most experienced chefs are responsible for the ordering to ensure that. We ask our suppliers to re-use packaging as deliveries come in and return it to them. Moreover, our used kitchen oil is collected by FryLite and recycled into biodiesel.





## Suppliers within 50 mile radius

- Rigney's Farm, Stonehall, Curraghchase , County Limerick
- CS Fish Ltd, Doonbeg, County Clare
- Richardsons Foods, Ballysimon, Limerick
- Clancy Lewis Fruit Limited, Park Road, Park, Limerick
- New Leaf Urban Farmers, Bruff, County Limerick
- Irish Pride Fine Foods, Raheen, Limerick
- J. O. D. Food Products - Old Irish Creamery Cheese, Effin
- Croom Eggs, Croom, County Limerick
- Attyflin Estate, Attyflin, County Limerick
- Treaty City Brewery, Nicolas Street Limerick
- Irish Gourmet Mushrooms, Herbertstown, County Limerick
- Sysco, Newcastlewest, County Limerick

# Waste

Our commitment is to divert 85% our waste from landfill. To achieve that, we periodically review our SOPs and carry out training sessions to ensure waste is separated and recycled in all departments. We have our own cardboard baler and partner with RePack for removal of cardboard. We dispose of batteries, electrical waste and lightbulbs safely through WEE Ireland. We donate items in good condition to charity shops, including unclaimed lost and found items and furniture.

In bedrooms, to minimise single use items, we offer only one shower cap per room, which are recyclable, made of corn starch. Other single use items such as dental, shaving, sewing and shoe polish kits are only available upon request. Nespresso coffee capsules are collected and recycled by our supplier.

Our kitchen (see food & drink) team participate in reducing food waste. We also engage in circular economy by collecting used wax candle scraps and passing on for recycling to Treaty Candle Co., who make 100% recycled wax hand poured candles in Limerick. We have donated 150kgs since partnering up in September 2023.

## Goals

- *Monitor sources and aim at reducing food waste*
- *Consider using technology to reduce printing and paper waste*
- *Seek further opportunities for waste prevention in various departments*







## Waste Achievements to date

- In 2023 we moved to compostable take-away cups and lids, compostable coasters and paper straws.
- Achieved a rate of 80% waste recycled.
- To reduce single use items, we have installed refillable dispensers for toiletries in all bedrooms, public and back of house areas in the hotel.
- Recycling bins compartments in all guest rooms.
- We have reviewed waste management within each department and taken actions such as improved signage and introduction of recycling bins where needed.
- We provide digital documentation to our staff, including digital job description packs. We use the Alkimii portal for staff performance reviews to reduce print and paper use.
- Moved from conference pads to conference sheets to reduce paper usage and help to facilitate paper-less meetings.
- QR codes for weddings and gala dinners menus to avoid paper waste through reducing the amount of printed menus



# Biodiversity

## On our grounds

We have dedicated a space on our grounds for a bee garden and planted a mix of Irish wildflowers. We have also installed a bird nest box and created a dead hedge where any tree trimmings are left to decompose naturally providing food and shelter to bugs and small wildlife. We use KeyGreen company for pest control, who are accredited by Irish Wildlife Trust and BRC Global Food Safety Standard, demonstrating our commitment to sustainable practices and preserving wildlife.

## Beyond our grounds

We believe that supporting biodiversity is crucial to our planet's health and our own. We have partnered with Hometree, a charity who strive to establish and conserve permanent native woodland habitats in Ireland. They educate, engage with communities and help people to reconnect with nature and create leading restoration initiatives in the country including Wild Atlantic Rainforest Project aiming to restore habitats spanning 4000 acres. Their Illaun Farm-Forest Alliance project is supported by the Department of Agriculture Food & Marine and the European Innovation Partnership. They won the EIP-AGRI Innovation Awards 2024 for Operational Groups Public favourite vote. We pledge to plant an Irish native tree with Hometree for each wedding and conference of 100 attendees or above to support their habitat restoration projects.



# Travel

We have two EV Charging stations operated by EasyGo in our car park aligning with our aim to reduce the hotel's carbon footprint. Our business travel is minimal, we opt for public transport whenever possible.

For our guests, our central location allows discovering the city on foot. We promote and encourage active travel, cycling, walking and running. There is a bike rack for guests at the front of the hotel and another one for our staff. A bike renting station is located near to our hotel (with others dotted around Limerick) allowing visitors to explore the city on two wheels. We provide information about public transport connections and itineraries on our website and reception desk. Limerick is considered the getaway to the Wild Atlantic Way and we are surrounded by so many beautiful woods and parks such as Curraghchase Forest Park, Ballyhoura Mountain Trails & Cratloe Woods. We encourage guests to consider the natural environment, flora and fauna when exploring, stay on the marked tracks and to not leave any litter behind.

## Goals

- *Consider installation of additional chargers due to increasing demand.*
- *Strive to educate our guests about sustainable travel and sustainable tourism principles and promote such options in the area.*





# Our People

As a business Limerick Strand Hotel is an equal opportunity and inclusive employer striving to support and bring out the best in our teams. We create a respectful working environment, where we recognise and celebrate the diversity of our teams, consisting of 33 nationalities. We are committed to staff well-being. Our bi-annual Employee Appreciation Week features various activities to support the physical and mental well-being of our team. We have in house DSE Risk assessors who ensure working desks are support staff's health. A Mental Health First Aider is trained to advise on mental health supports available. Complimentary VHI counselling, specialist information and coaching services are available to all employees. We show our staff appreciation in multitude of ways with frequent praise for excellent reviews in guest service, winning awards and Employee of the Month initiative. We celebrate Christmas, Summer, International Women's Day and other occasions with treats, parties and raffles. We offer our staff to participate in many activities such as MHL Annual Soccer Tournament, Regeneron Great Limerick Run and professional development programmes. Last but not least, we provide various discounts for the staff and their family members to avail of and enjoy while off duty



# Community

We are proud to support many local organisations on a regular basis. We have been donating Christmas dinners to local ADAPT for many years, we provide complimentary meeting rooms for Limerick Suicide Watch as well as complimentary tea and coffee during their patrols.

On special occasions, such as International Women's Day, Pancake Tuesday and Easter we show appreciation to staff of UL Maternity Hospital, Novas and ADAPT. In our parking we have three parking spaces that are reserved for mothers feeding their babies in the neighbouring hospital.

We also sponsor local Summerville Soccer Club. We have joined Brothers of Charity Services Ireland initiative called "Limerick Let's Get to Work" by providing work experience in our restaurant to one of their members. Our team is engaged in Team Limerick Clean-up and tidying up the streets beside the hotel.

## Our Chosen Charity 2024

*Every year we fundraise for a chosen charity. In 2023 we supported local charity Cliona's Foundation, who provide non-medical financial support to families with sick children across the country. We ran fundraising events and raised €3684.62 Irish Cancer Society is our chosen charity for 2024 and we have ambitious plans to fundraise over €5k with several exciting events planned to include a Limerick Strand Hotel Quiz Night.*



# Purchasing

We evaluate potential suppliers based on a number of criteria, including quality, pricing, delivery times and sustainability practices. Our purchasing policy gives priority to local suppliers including local farmers and food producers, whose practices align with our standards and values.

As a result we hope to support the local economy, local community and provide our guests with an authentic and greener experience of the region. For things we are not able to source locally, we choose suppliers and producers, who carry out sustainable practices, such as reducing waste, using eco-friendly packaging and sustainable production methods.







## Examples of purchasing patterns

- Rituals toiletries dispensers are fitted in all guest bedrooms and public areas. Formulated to be safe for skin and not harmful to the environment, Rituals are a renowned Certified B Corporation, striving to make all of their products packaging refillable, recyclable or made of recycled materials. They engage in charitable work, supporting world's poorest communities through Tiny Miracles foundation and social enterprise and work on reducing their carbon footprint as well as plant and protect trees.
- Our salad leaves are grown locally by New Leaf Urban who were awarded Euro-Toques National Craft Award in 2019. New Leaf Urban practice no-till and Korean Natural Farming, while using only hand tools. They also harvest rain water fed into the irrigation system. They don't put any chemicals on the soil or plants and use mix of locally made and their own compost that is animal manure-free. These practices are environmentally friendly, promote soil health and make the most naturally fresh and nutritious greens.
- Shannon Suite, our largest function room, has been recently refurbished to the highest standards in style and sustainability. The carpet was sourced from Oriental Weavers, a company who strictly adhere to international environmental and occupational health & safety standards. They apply advanced sustainable production technologies, use renewable energy, minimise, re-use or sell waste and production by-products. They plant trees and support development, education and well-being across the globe.

# How our guests can help

- Use any of our tips, provided on our website and reception, on active travel around the city or public transport during your travels.
- Re-use towels, opt-out of bed linen changes where possible to reduce water and resources associated with laundry.
- Please remove your key card when leaving your room to make sure that the electricity is switched off.
- Use the recycling bin compartment in the bedrooms to help us separate dry mixed recyclables.
- Use windows for natural temperature regulation or close windows if the heating or AC is on to ensure its efficiency.
- Consider using any of our tips to make your meeting or wedding more environmentally friendly as part of our Green Meetings & Weddings initiatives.
- To support our aim to eradicate single use items in the bedrooms, request shaving, dental kits and other only if necessary and enjoy Rituals toiletries provided in wall mounted pump dispensers.
- Choose a shower over a bath and turn off the tap while brushing teeth.
- Embrace our use of technology and digitization by using our digital guest directory and QR codes in bedrooms.
- Support local products and services close to the hotel.
- Do not leave waste on walks or disrupt nature.
- Consider making a donation to Hometree or other charity that supports Irish biodiversity and natural environment.







[www.strandhotellimerick.ie](http://www.strandhotellimerick.ie)