

Strathmere's Sustainable Development Policy

We are committed to minimizing the negative impact of our operations on the environment, and to supporting environmentally-friendly initiatives and ongoing action, through a focus on four key areas:

- 1. Waste Management**
- 2. Water Usage**
- 3. Energy Use**
- 4. Human Resource Management**

It is the responsibility of all full-time, part-time and contract staff, under the direction of their managers and, overall, with leadership from the Vice-President Facilities, to foster sustainable development at Strathmere, both generally and in the following specific ways:

Waste Management

- To separate recyclable material, for collection. This includes glass, metal, plastic, cardboard and fine paper; there are clearly-marked containers to facilitate this separation.
- To compost all organic waste, for use in our organic garden;
- To minimize the use of paper by, for example, sending out RFIs and promotional material electronically and keeping our files in electronic form for easy access across our network.

Water Usage

- To ensure that water-saving equipment and devices are purchased when we replace fixtures including toilets, faucets, showerheads and appliances.
- To retrofit toilets, urinals, showers and faucets to reduce water use.
- To report and ensure immediate repair of all leaks in fixtures, across all seven of our buildings and including outside hoses and other water outlets.

Energy Use

- To be constantly vigilant concerning the optimum use of energy in our facilities, including the implementation of all approved recommendations emerging from the recent energy audit of Strathmere Inn and, once completed, the upcoming energy audits of the Lodge and Garden House.
- To have all Meeting Coordinators, Event Managers and Closing Managers be especially vigilant in the optimum use of energy on an ongoing basis in relation to their respective events

Human Resource Management

- To include environmental awareness as a component of all orientation and refresher training.
- To incorporate assessments of the extent of environmentally-friendly behavior in managerial and staff appraisals