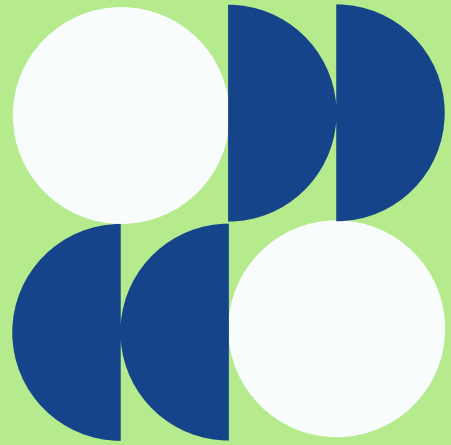




Sustainability Report

2025



Morley Hayes
Main Road, Morley, Derbyshire, DE7 6QA
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www.morleyhayes.com

Timeline of Our Sustainability Efforts

1991

Supporting our local suppliers:

We have always been committed to supporting local suppliers wherever possible. Essential produce, such as pork, lamb, and fresh vegetables are sourced from no more than 15 miles away.

Supporting our local community:

We have always supported our local community and make regular donations to local charities and community projects.

2019

Electric charging points:

We installed electric charging points to align with the growing trend towards eco-friendly transportation options. We were one of the first in the region to introduce them, giving hotel guests who drive an electric or hybrid vehicle a chance to charge their cars free of charge during their stay.

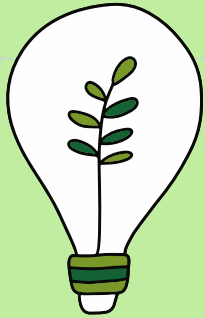
2020

Zero to landfill site:

We stand proudly as a 100% recyclable site, with zero waste going to landfill. By adopting a 'reduce, reuse, recycle' mantra, we've made sure that all waste on-site is carefully sorted with materials like paper, cardboard, glass, metal, and plastics collected for recycling.

Water recycling system:

Golf courses require a substantial amount of water to maintain, which is why we have a water recycling system for our greenkeepers to use. This approach has helped us to reduce the reliance on external water suppliers and minimise the potential negative impact on local ecosystems.



Morley Hayes hampers:

In 2020, we introduced our gift hampers which include a range of products from suppliers across the East Midlands to support local businesses amidst our sustainability journey.

Installation of Biomass boiler:

Our cutting-edge technology has helped us on our sustainability journey. The biomass boiler helps us to utilise organic materials such as wood pellets and agricultural waste to generate heat and energy.

Light sensors and low energy bulbs:

We began to utilise light sensors and low energy light bulbs in our hotel rooms to ensure that energy is only consumed when necessary, and guests can enjoy a more reliable and sustainable lighting solution throughout their stay with us.

Food waste digester:

We started sending all organic waste to Derby's food waste digester, which turns it into valuable resources like compost.

2021

Bus Shelter:

We have paid for the installation of a bus shelter at the top of our drive to encourage staff and customers to travel by bus. We have also installed a pavement from the main road to make it easier for customers who travel to us using public transport.

2022

Wildflower Meadow:

To support local ecosystems, we have sowed 2,000 square meters of wildflowers on our championship Manor Course with the presence of wildflowers providing bees with plenty of flowers to pollinate.

E-Z-Go buggies:

We have invested in a new fleet of electric buggies, which offer golfers a quieter experience on the course and contribute to a cleaner, healthier environment.

2023 - 2024

Beehives:

25 beehives have been introduced to our grounds to maintain biodiversity and enable honey production at Morley Hayes.

Solar Panels:

We have invested more than £100,000 in a full solar panel system, comprising of includes 242 solar panels on our driving range, Tower Cafe and biomass boiler. There are plans to extend the solar panels across the complex.

2024

Bat and Barn Owl Boxes

We are partnering with Derbyshire Wildlife Trust to nurture wildlife with the installation of bat and barn owl boxes on our grounds.

Swift Boxes

We are partnering with Derbyshire Swift Conservation to encourage wildlife with the installation of swift boxes.

Our guide to sustainability for today and tomorrow

Here at Morley Hayes, we are committed to continuous innovation and improvement, but whatever we do, we will always be aware of our impact on the environment.

A family business, we firmly believe the future depends on what we do in the present and we all have a responsibility to protect the local and global environment in which we operate.

We have made it our priority to reduce our impact on the environment and working towards becoming a more sustainable business.

We are dedicated to protecting the environment, preventing pollution to land and respecting wildlife and local plant life.

Through innovative practices and responsible choices, we aim to ensure a sustainable future for generations to come and inspire positive change.

Our environmental policy ensures we're always moving forward.

Thank you for joining us on our journey towards a sustainable future.



Mission Statement

"Our mission is to create exceptional leisure and hospitality experiences by offering first class amenities, unparalleled service and a warm, welcoming atmosphere that exceed expectations, while fostering a culture of respect, innovation, and environmental stewardship."

"We value our customers, employees, and communities, fostering a culture of warmth, inclusion in everything we do."



Our Environmental Policy

Our Mission

Our mission is to operate a business that is aware of environmental issues and strives to reduce its impact on the environment. We aim to operate a totally green, environmentally friendly venue, continually reducing our carbon footprint, water consumption and waste production and ensuring our venue has the most possible positive impact on our community and the environment.



Our Aims

- To reduce our environmental impact via carefully monitored energy use: the management of water, implementation of ethical cleaning supplies, and source where practicably possible from local suppliers.
- To reduce the contribution to landfill waste as the business grows and expands through a culture of recycling.
- Procure locally grown produce, creating menus around seasonal ingredients.
- Continue to operate a zero waste to landfill site by minimising the amount of waste disposed of as general waste, increasing recycling, and providing the correct level of waste receptacles.
- An awareness and minimisation for both light and sound pollution.
- To communicate with and educate our team on their individual contribution to our Green Policy.
- Create and build a new 'green culture'.
- Comply with current legal and other obligations and be proactive in relation to government environmental guidelines.
- To operate a business with a 'Three Ps' philosophy: people, planet, profit.
- To work towards net-zero – cutting greenhouse gas emissions to as close to zero as possible.
- Reduce our environmental impact by recording and monitoring all environmental impacts across the Morley Hayes complex.
- Explore possible solutions and strategies that may assist in carbon reduction and improve waste management.
- Reduce packaging waste by using recyclable packaging where possible.
- Use ultra-low emission vehicles for travel across the complex and to transport guests to and from the complex.
- Deliver regular environmental audits for all our services and facilities.
- Deliver annual audits in association with an external accredited organisation.
- Provide/deliver sustainability training to new and existing staff, supplemented by on-going environmental and awareness training sessions.
- Encourage staff to travel sustainably and align themselves with our expectations, using public transport wherever possible.
- Encourage all service providers to obtain an environmental standard if they have not already done so.
- Encourage guests to become part of our 'green culture' by communicating ways in which they can contribute.
- Generate an annual Sustainability Performance Report to be made available publicly.

Here are some of our key long-term objectives:

Here are some of our key objectives:

Greenhouse gas emissions

- Halve Scope 1+2 emissions by 2030 from 2019 baseline, and cut them by 2/3 by 2035
- Expand emissions reporting to all of Scope 3, including accurately measuring the upstream impact of the food and drink we purchase, and make year-on-year reductions

Energy

- Phase out all fossil fuels on-site (gas oil, burning oil and propane were responsible for half of our Scope 1+2 emissions in 2023)
- Source 100% of energy from renewables by moving to a green tariff and expanding solar generation on-site and moving to a green tariff
- Nature
- Expand space dedicated to wildlife habitat and measure the biodiversity on the estate

Other

- Provide training for all staff on climate action and sustainability awareness

We have committed to tracking the following KPIs:

- Greenhouse gas emissions
- Total scope 1, 2 and 3 greenhouse gas emissions (tonnes CO₂e)
- Carbon footprint per occupied room/guest (kg CO₂e)
- Carbon footprint per m² (kg CO₂e)

Energy

- Total energy consumed by fuel type (kWh, litres)
- Total energy consumed per occupied room (kWh/litres)
- Total energy consumed per m² (kWh/litres)
- % total energy from renewable sources
- % of total energy from fossil fuels

Waste

- Total waste generated (tonnes)
- Total food waste generated (tonnes)
- Total waste generated per occupied room (kg)
- Total waste generated per m² (kg)

Water

- Total water consumed (m³)
- Water consumed per occupied room (m³)
- Total water consumed per m² (m³)

Nature

- % of green space dedicated to wildlife habitat
- Number of people engaged through sustainability projects, events and activities

Food and Drink

- % of local produce on the menu
- % of vegetarian/vegan options on menu

Sustainability is at the heart of everything we do

“Morley Hayes is committed to an ambitious science-based target to halve our Scope 1+2 greenhouse gas emissions by 2030 from our 2019 baseline and cut them by two thirds by 2035.”

We are demonstrating we can maintain and enhance our commercial performance through making sustainability central to our core values and operation. Here are a few of our recent achievements:

- Morley Hayes is a zero waste to landfill site – everything from food waste, bottles, plastic and tin is recycled off-site
- Our restaurants source the freshest and highest-quality ingredients from local farmers and suppliers.
- We have recently invested £100,000 in a full solar panel system and plan to extend them across our complex.
- We have also installed solar PV panels to charge batteries which fuel lawnmowers and electronics
- Our water saving policies include water recycling system for greenkeepers.
- We use electric golf buggies and have invested in a new fleet of electric E-Z-GO buggies.
- 2,000 square meters of wildflowers have been sown on our championship Manor Course.
- We have 11 electric card charging points located in a dedicated green zone.
- We have invested in a new electric Mercedes to pick-up guests from local station and airport.
- Beehives have been introduced to promote biodiversity and enable our own honey production.
- We are partnering with Derbyshire Wildlife Trust to install barn owl boxes and bat boxes.
- We are also working with Derbyshire Swift Conservation to install boxes for swifts.
- We promote an inclusive, diverse workforce
- By supporting local suppliers and engaging with the local community, we foster economic growth and social well-being to ensure the surrounding area of Morley Hayes remains sustainable.



Our Environmental Policy

Our Actions

Reduce, re-use and recycle.

- All waste on-site is carefully sorted with materials like paper, cardboard, glass, aluminium, and plastics collected for recycling.
- We send all organic waste to Derby's food waste digester, which turns it into valuable resources like compost.
- We recycle all our glass, paper, and cardboard waste.
- We have installed a biomass boiler which creates renewable energy.
- To reduce waste, all the oil used in our kitchens is collected for recycling.
- A water recycling system is in place for greenkeepers taking care of our golf facilities.
- We dispose of final waste by the most environmentally suitable means
- Our conference room water is filtered on site in glass bottles which are cleaned and reused

On our doorstep

- We were one of the first venues in the Midlands to install electric charging points. We now have 11 across our complex in a dedicated green zone.
- We use electric golf buggies on our golf course and recently invested in a new fleet of electric E-Z-GO buggies to help golfers navigate the area.
- We are moving to electric, rechargeable mowers.
- 2,000 square meters of wildflowers have been sown on our championship Manor Course
- 25 beehives have been introduced to promote biodiversity and enable honey production.
- Our water saving policies include water recycling system for greenkeepers.



Solar Panels

- We have invested more than £100,000 in a full solar panel system, comprising of 242 solar panels on our driving range, Tower Cafe and biomass boiler. These panels produce 85 kW of electricity.
- Our new south facing greenkeeping facility is at planning design stage for solar panels. Panels will also be installed on hotel in the future.
- We have also installed solar PV panels to charge batteries which fuel lawnmowers and electronics such as phones and laptops.

Restaurants

- Each menu has been created to include fresh, local produce from across the region.
- The beef comes from our own herd of Dexter cattle which is reared by us in the neighbouring village of Smalley.
- Essential produce such as meat and fresh vegetables are sourced from no more than 15 miles away from the hotel.
- The majority of crockery used throughout Morley Hayes is made by Denby Pottery which is just three miles away. The clay used was dug from our farm in Smalley.

Our Environmental Policy

Hotel

- Light sensors have been installed in all hotel guest rooms with timers to control the lights.
- Low energy light bulbs have been installed.
- Central heating is arranged by room blocks so the heating can be switched off when rooms are not in use.
- A key card control system is installed in every room to control heating, lighting, and air conditioning.

Golf

- Lake Balls – we dive for golf balls lost in the lake – clean, recycle and reuse
- We recently invested in a new fleet of electric E-Z-GO buggies.
- Recycled stone is being used to create a new buggy path around our Tower Course.

Bathrooms

- Toilets have a dual flush to save water.
- Rooms have showers as well as baths to encourage water saving.
- We use paraben free soap in our hotel and restaurants

Transport

- We encourage our staff to cycle to work and have our own cycle shelter.
- We paid for the installation of a bus stop close to the Morley Hayes entrance to encourage staff to use public transport.
- We provide facilities for the disabled and pedestrians.

Awards and Accreditations

- **AA Hospitality Awards** – Shortlisted for Sustainability Award – winners announced 09/24
- **TripAdvisor's Travellers Choice Awards UK 2024** – Hotel ranked 16th in the UK.
- **Midlands Family Business Awards 2023** – Employer of the Year
- **Midlands Food Drink & Hospitality Awards 2023** – shortlisted for Sustainable Food Business
- **East Midlands Business Masters** – shortlisted for Sustainability Award 2023

Initiatives

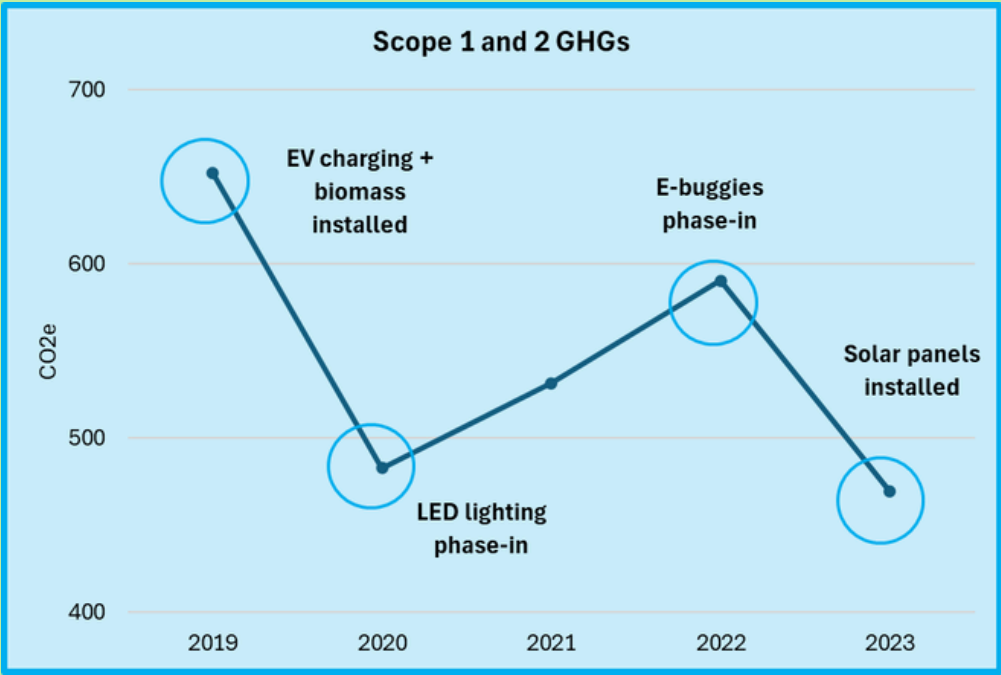
- We've signed up to the **Green Tourism** awards certification programme, which assesses our green credentials and recommends how we can improve our food sustainability.



Our Progress Towards Create a More Sustainable Future

***Morley Hayes GHG Account 2019-2023, Tonnes CO2e by Scope**

Emissions Source	2019	2020	2021	2022	2023	Reduction in tonnes vs Baseline	% Reduction vs.Baseline
Scope 1 - Direct	330.07	267.64	296.50	365.02	251.89	78.18	-24%
Scope 2 - Electricity	321.91	215.15	234.91	225.25	217.41	104.50	-32%
Scope 3 - Indirect	961.40	487.58	869.17	897.08	751.76	209.64	-22%
Scopes 1-2 TOTAL	651.97	482.79	531.41	590.27	469.30	182.67	-28%
Scopes 1-3 TOTAL	1,613.37	970.37	1,400.58	1,487.36	1,221.06	392.31	-24%



Emissions - Consumption by Category

Morley Hayes GHG Account 2019-2023, Unit Consumption by Category

EMISSIONS SOURCE	2019	2023	Difference in Consumption	% Reduction vs Baseline
Business Travel	779.90 litres	283.45 litres	-496.45 litres	-64%
Gas Oil	46,019.00 litres	21,501.00 litres	-24,518.00 litres	-53%
Burning Oil	4,000.00 litres	2,000.00 litres	-2,000.00 litres	-50%
Propane	103,607.00 litres	78,367.00 litres	-25,240.00 litres	-24%
Fleet	1,819.08 litres	1,437.99 litres	-381.09 litres	-21%
Diesel (Plant & Equipment)	7,501.00 litres	21,500.00 litres	+13,999.00 litres	+187%
Waste Generated	559.16 tonnes	253.94 tonnes	-305.22 tonnes	-55%
Water & Wastewater	24,426.00 m3	18,300.00 m3	-6,126.00 m3	-25%
Electricity Mains	1,250,949.00 kwh	1,031,016.70 kwh	-219,932.30 kwh	-18%
Electricity T&D and WTT	1,259,416.00 kwh	1,049,912.00 kwh	-209,504.00 kwh	-17%
Electricity EV Charging	8,467.00 kwh	18,895.30 kwh	+10,428.30 kwh	+123%
Biomass	506,205.87 kwh	512,942.91 kwh	+6,737.04 kwh	+1%
Fuel WTT	669,151.95 kwh / litres	637,748.90 kwh / litres	-31,403.05 kwh / -litres	-5%
Upstream Transport & Distribution	357,480.26 km	310,152.00 km	-47,328.26 km	-13%
Employee Commuting	617,700.36 passenger.km	614,701.82 passenger.km	-2,998.54 passenger.km	0%
AC /Refrigeration	1.50 kg	1.25kg	-0.25 kg	-17%
Food & Drink	£1,514,528.50	£1,240,728.07	-£273,800.43	-18%

Emissions - Tonnes CO2e by category

Morley Hayes GHG Account 2019-2023, Tonnes CO2e by Category

EMISSIONS SOURCE	2019	2023	Difference in CO2e (tonnes)	% Reduction vs Baseline
Food & Drink	598.18	437.56	-160.62	-27%
Electricity Mains	319.74	213.50	-106.24	-33%
Propane	157.75	122.03	-35.72	-23%
Employee Commuting	106.65	100.09	-6.56	-6%
Upstream Transport & Distribution	82.35	71.45	-10.90	-13%
Electricity T&D & WTT	76.04	71.17	-4.87	-6%
Fuel WTT	75.76	61.99	-13.77	-18%
Gas Oil	126.93	59.24	-67.69	-53%
Diesel (Plant & Equipment)	19.46	54.01	+34.55	+178%
Biomass	7.91	5.51	-2.40	-30%
Waste Generated	7.54	5.11	-2.43	-32%
Burning Oil	10.16	5.08	-5.08	-50%
Electricity EV Charging	2.16	3.91	+1.75	+81%
Water & Wastewater	12.85	3.67	-9.18	-71%
Fleet	4.72	3.61	-1.11	-23%
AC/Refrigeration	3.13	2.41	-0.72	-23%
Business Travel	2.02	0.71	-1.31	-65%

Progress against Carbon Reduction Targets

