

# Don't settle for good when you can be great

Implementing realistic and measurable ESG practices  
for Amber Taverns



**AMBER  
TAVERNS**

# Commitment to driving social and environmental change and promoting inclusion and diversity.

- **ESG is not a statement**, it's an evolving way of running a successful, modern community pub company which creates a sense of belonging, engagement and purpose.
- All **stakeholders are responsible for the positive actions** to implement specific plans to compliment sustainable and socially responsible policies.
- We aim to **deliver the plans seamlessly** into the very fabric of our business, harnessing the social purpose to be at the heart of our communities with a commitment to drive social and environmental change and to continue to champion inclusion and diversity.
- We will listen to feedback, learn from best practice and **continuously improve activations** with the least operational friction or interruption to service.



- All stakeholders must **work together** to ensure our offices and pubs are less carbon and energy intensive.
- **Target 1:** all pubs to have a **minimum EPC rating of C** or above by the end of 2027 (currently tracking at 95% compliance).
- **Target 2:** **reduce the intensity ratio** of consumption by 20% in our offices and pubs by the end of 2027 -13% decrease from 2023 to 2024.\*
- **Target 3:** to procure the majority, if not all our electricity from **certified renewable source** by 2030.\*\*
- To **reduce our impact on all stakeholders and the planet** by reducing greenhouse gas emissions, waste and sourcing of products from suppliers.

**Source:**

\*SECR Energy and Carbon Report, Kildale Topco Accounts

\*\*UKGOV commitment to de-carbonise the electricity system by 2035



- **Target 4:** to send **zero waste to landfill by the end of 2030**, currently general waste is used to convert into RDF (refuse derived fuel) which in turn generates EFW (energy from waste) 100% of mixed recycling is recovered and recycled including tin, card, paper and cartons. 100% of glass and cardboard is closed-loop recycled.
- **Target 5:** only **work with suppliers** that have the **same inspirational vision** for our stakeholders and planet; critical measure is to minimise delivery schedules.
- **Target 6:** continually **reduce paper usage** by migrating all disposable marketing materials to digital assets by 2027.\*

Source:

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(\*the reduction in paper assets will also reduce postage costs and travel to venues)



- The pub is the centre of social connection, there to make a **positive impact** on communities, not just focusing on profits.
- It is important that all stakeholders and our customers feel valued as individuals. **Inclusion and diversity fosters a sense of belonging**, a togetherness within your pub, it brings a multitude of viewpoints and perspectives to ensure that each team member, each customer can be themselves.

# Taking decisive action to implement frictionless changes to benefit all stakeholders and the planet.

- Installed **Smart Meters** across the estate to better track energy usage.
- **Boiler upgrades and replacements** implemented to improve efficiency, serviceability and reduce energy usage.
- **Improved insulation** to trading areas, accommodation and chilled cellars to improve lasting reductions in energy usage.
- Sustainable best practice extends beyond our doors. We aim to **only work with suppliers that endorse our philosophy** of best practice and carbon reduction. Heineken and LWC both fully endorse the framework of carbon reduction and social responsibility.



- **Install energy efficient equipment** such as bottle coolers and glasswashers.
- **Upgraded all back of house lighting** to LED and to continue investment to upgrade accommodation lighting to LED by the end of 2026.
- All LCD TVs have been **upgraded to LED TVs**. There is a rolling programme to further upgrade to OLED TVs which offer a brighter screen and further energy savings.
- We have produced a range of **training literature** on mental health awareness, inclusion and diversity.

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