

<b>Policy</b>	Environmental, Energy and Social Sustainability Policy – Crystalbrook Byron		
<b>Date reviewed</b>	1/05/23	<b>Document #</b>	Byron001

## Overview

Crystalbrook Collection is committed to being a leader in the hospitality sector for achieving best practice environmental and socially sustainable outcomes. We position sustainability and innovation at the forefront of the way we think and operate and enjoy modern living through attitude, design, technology, and a passion for a better world – or what we call #ResponsibleLuxury.

## Scope

This policy applies to all restaurants, food and beverage outlets, facilities at Crystalbrook Byron

### Crystalbrook Byron, Byron Bay, New South Wales

- Nestled in 45-acres of magical subtropical rainforest, Crystalbrook Byron is a celebration of nature, responsible luxury and the local environment. Offering 92 guest suites, each with its own front and rear Verandah, the Resort works with its surrounding landscape to offer guests an immersive experience in nature. Featuring signature restaurant, Forest, Eléme Day Spa, daily yoga classes, tennis court and infinity pool, Crystalbrook Byron is proud to offer sustainable luxury loved by locals and travellers alike.
- Physical Size of land – Rural Located at 77-97 Broke Head Road Byron Bay, NSW 2481 (-28.67860, 15361032) Which is Within 3km from the Arakwal National Park and 4km from Tallow Beach

## Purpose

Crystalbrook Collection fosters a culture of awareness and continual improvement by embedding innovative sustainable practices, to deliver sophisticated luxury which enhances the guest experience, without compromising the environment, culture or community.

We believe our actions define who we are. Special consideration is given to sourcing all products and services within the local proximity of our hotels, in accordance with fair trade principals.

Our commitment to environmental and socially sustainable principles is reflected in the design and construction of our hotels and resorts and integrated into our organisational values and principles from the inception of our brand - #ResponsibleLuxury. This provides a foundation for all internal and external activities, policies and processes and empowers our Collaborators to integrate this commitment into our interactions with key stakeholders including guests, industry partners, and contractors. Furthermore, we focus on employing local staff, with 'locally aware' being one of our key recruitment indicators, and throughout their career journey we deliver continuous education through training and awareness-raising initiatives and activities.

Crystalbrook Collection is committed to protecting the environment by continually improving the environmental and sustainable performance of our hotels and resorts through annual

benchmarking. We strive to be an industry leader and thought provoker, and embrace the principles of sustainable development including inclusivity, integrity, transparency, and accountability. We are compliant with relevant legislation and regulations and have appointed EarthCheck Coordinators at each of our hotels and resorts, to drive our Responsible Luxury actions.

## **Responsibility and Authority**

The effectiveness of this policy will be reviewed and summarised annually by the People and Culture department to ensure that ethical and professional practice is being maintained.

## **Further Information**

If you require additional information in relation to this policy, please contact your manager or the People and Culture department.

## **Policy Owners**

People and Culture

## **Approved By**



## **Emma Alcorn**

General Manager  
Crystalbrook Collection Byron Bay