

FROSCH Ireland Sustainability Policy 2023

This document will be reviewed annually.



1. Vision/mission/company ethos

- At Frosch Ireland, our core values are Commitment, Respect, Integrity, Excellence and Communication.
- We believe in delivering industry leading expertise and service to our customers which informs our mission to develop and use leading edge technology to increase awareness of CO2e and social sustainability initiatives whilst offering best in class environmental, economic, and social sustainability solutions.
- Frosch Ireland is aware that Travel Industry business activities impact upon the environment, and we are committed to alleviating those negative impacts as it's our mission/vision.

2. UNWTO definition

- At Frosch Ireland, we believe that sustainable tourism is tourism that takes full account of its current and future economic, social, and environmental impacts while addressing the needs of visitors, the industry, the environment, and host communities (UNWTO, n.d.). We therefore aim to reduce our negative effects and increase our positive impacts.

3. Continuous improvement

- Sustainability is a journey of continuous improvement, and we are aware that we have a lot to learn. We continue to expand our commitment to reduction and ESG initiatives with our clients and through our preferred partner programme. This programme is centred around a commitment to carbon neutrality, advancing clean travel technology and practices that accelerate the reduction of carbon emissions.

4. Measuring and reducing negative impacts

4a. Energy consumption

- We are a Flogas 100% Green electricity business customer and measure our electricity use at the meter in the business every quarter and reduce consumption by controlling the heat and energy consumption and ensure all appliances and lighting are turned off if not in use and switch off all appliances at end of the day to conserve energy usage.

4b. Water consumption

- We *measure* our water use at the water meter in the business every 6 months and reduce consumption by promoting a practice of turning off taps when not in use with a goal of reducing the overall consumption by 10%.
- We commit to *measuring* our water consumption every 6 months and do the following to *reduce* consumption: Use environmentally friendly washing procedures and cleaning products, biodegradable disinfectants, and toiletries.

4c. Waste production

- We commit to *measuring* our waste consumption every quarter and do the following to *reduce* consumption: adopting a zero single use plastic policy and ensure recycling facilities are available in all offices.
- To reduce our waste usage, we carry out a waste audit. We regularly (every 3 months) measure and review our waste production and aim to reduce the consumption by 10%.

5. Ethical purchasing

- At Frosch Ireland we are committed to selecting likeminded partners and local suppliers who are committed to reducing environmental impact and reduce energy consumed for travel and transport as well as adhering to safe and ethical work practices.

6. Carbon offsetting

- At Frosch Ireland we are committed to reducing our carbon footprint as much as possible and to offsetting the remainder with a trusted partner. We are currently working with TCG Consulting on a programme to offset our emissions. We prioritise reducing our impact first by 2024.

- Frosch Ireland partners with *TCG Consulting* to offset our emissions. However, we prioritise reducing our impact first by: measuring and offsetting the main sources of emissions for our trips from transport to accommodation and waste. When it comes to Frosch offices we measure, review, and introduce appropriate solutions to support offsetting our emissions.
- We aim to reduce our carbon footprint by using public transport, recycling waste in our offices and introduce efficiency measures including energy efficient light bulbs and using a 100% renewable energy supplier.

7. Responsible sustainability marketing

- At Frosch Ireland we commit to marketing our services in an ethical and accountable manner.
- We know we can't always get things right first time. We therefore commit to honestly communicating where we are on our journey and our improvements. We are committed to diversity, equality & inclusion.

8. Social responsibility

- We support our local community by donating to the Cork Simon community to support their efforts to provide fair access to safe, secure accommodation for people experiencing homelessness. Our employees participate in fundraising events and have regular collections with funds going to the Cork Simon community. We are also proud to continue supporting the National Learning Network's (NLN) work placement programme.
- As we are aware that travel related activities can have a negative impact on local communities, we support them by (carpooling on commutes to the office as well as work related trips).

9. Supporting Biodiversity

- Since we are a business without physical land, we make a financial contribution to support Irish biodiversity and nature conservation by supporting the [Crann biodiversity conservation project](#).

Signed by:

Niall Trant

29th May '23

Sustainability Officer

29th May '23