



Sustainability Strategy Action Plan

2026–2030

Board Report | Luccombe Hotels | Shanklin, Isle of Wight

1. Strategic Context & Alignment

This Sustainability Strategy Action Plan outlines Luccombe Hotels' roadmap for 2026–2030. It aligns with the Isle of Wight Vision 2030 priorities, supporting environmental protection, sustainable economic growth, community wellbeing, and carbon reduction leadership.

2. Sustainability Vision (2030)

- Be recognised as a leading sustainable hospitality group on the Isle of Wight.
- Operate with verified carbon neutrality for measured emissions.
- Actively reduce Scope 3 emissions through supplier engagement.
- Enhance biodiversity across all sites.
- Strengthen local supply chains and employment.
- Act as a demonstrator of sustainable tourism leadership.

3. Climate & Carbon Leadership

- Publish annual carbon report summary.
- Maintain verified renewable electricity across all sites.
- Develop gas transition roadmap.
- Reduce Purchased Goods & Services emissions by 10% by 2028.
- Continue verified annual offsetting for residual emissions.

4. Sustainable Procurement & Local Economy

- Issue Supplier Code of Conduct to all suppliers.
- Establish Supplier Sustainability Support Hub.
- Increase Isle of Wight-based sourcing by 15% by 2028 (where viable).
- Track supplier maturity scoring annually.

5. Biodiversity & Land Stewardship

- Develop Biodiversity Management Plan.
- Conduct annual biodiversity review.
- Increase native planting by 20% by 2030.
- Install guest-facing interpretive signage.
- Explore coastal resilience planting.

6. Waste & Circular Economy

- Deliver role-specific waste training.
- Simplify waste segregation signage.
- Track waste per occupied room quarterly.
- Introduce food waste monitoring in kitchens.
- Eliminate avoidable single-use items.

7. Sustainable Travel & Guest Engagement

- Track EV charging usage annually.
- Develop 'Car-Free Stay' package.
- Promote walking, cycling and public transport routes.
- Launch digital Low-Impact Visitor Guide.

8. Staff Skills & Green Employment

- Introduce annual sustainability awareness training.
- Embed sustainability in onboarding processes.
- Establish Green Champion roles.
- Launch staff sustainability idea recognition scheme.

9. Governance & Measurement Framework

Metric	Reporting Frequency
Total tCO2e emissions	Annual

Scope 3 reduction progress	Annual
% Local Suppliers	Annual
Waste per occupied room	Quarterly
Renewable energy verification	Annual
Staff training participation	Annual

10. Strategic Positioning Statement

Luccombe Hotels is committed to supporting the Isle of Wight's Vision 2030 by protecting the natural environment, strengthening local supply chains, reducing carbon emissions across operations and supply chains, and helping shape a resilient, sustainable visitor economy. We measure, reduce, support improvement, and responsibly neutralise residual impact.