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## **LUCCOMBE HOTELS**

### **Sustainability Strategy Action Plan 2026–2030**

#### **“Leading Sustainable Hospitality on the Isle of Wight”**

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### **1. Strategic Alignment**

The Isle of Wight Vision 2030 emphasises:

- Protecting and enhancing the Island’s natural environment
- Growing a resilient, high-quality visitor economy
- Supporting local supply chains and employment
- Reducing carbon emissions
- Strengthening community wellbeing

Lucombe Hotels is uniquely positioned — as a long-standing Shanklin business with coastal land stewardship — to act not only as a sustainable hotel group, but as a **destination-level sustainability catalyst**.

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### **2. Sustainability Vision (Lucombe 2030)**

By 2030, Lucombe Hotels will:

- Be recognised as the leading sustainable hospitality group on the Isle of Wight
  - Operate with verified carbon neutrality for measured emissions
  - Actively reduce Scope 3 emissions through supplier influence
  - Enhance biodiversity across all sites
  - Support local supply chains and sustainable employment
  - Act as a demonstrator of sustainable tourism for the Island
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### **3. Strategic Pillars & Action Plan**

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#### **PILLAR 1 – Climate & Carbon Leadership**

(Aligned with Isle of Wight carbon reduction ambitions)

## Current Strengths

- Two years of carbon measurement (2023, 2024)
- Scope 3 deep dive completed
- Net zero certified utilities
- Renewable procurement transition underway

## 2026–2028 Actions

Action	Timeline	Outcome
Publish annual carbon report summary (public-facing)	2026 onward	Transparency & credibility
Maintain verified renewable electricity across all sites	Ongoing	Removes Scope 2 exposure
Develop gas transition roadmap	2026	Clear decarbonisation pathway
Reduce Purchased Goods & Services emissions by 10% by 2028	2026–2028	Tackles 78% footprint
Formalise verified annual offsetting strategy	Annual	Carbon neutral integrity

## Strategic Impact

Supports Island carbon goals and positions Luccombe as a hospitality sector leader.

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## PILLAR 2 – Sustainable Procurement & Local Economy

(Directly aligned with Vision 2030 economic resilience goals)

Purchased Goods & Services = 78% of footprint.

### 2026 Actions

#### 1. Supplier Code of Conduct

- Issue to all suppliers
- Embed environmental and ethical expectations
- Focus on improvement, not exclusion

#### 2. Supplier Sustainability Support Hub

- Carbon literacy sessions
- Measurement templates
- Peer learning for Island suppliers
- Open invitation to wider tourism network

### 3. Local Procurement Target

- Establish baseline % of Isle of Wight suppliers
- Increase local sourcing by 15% by 2028 (where viable)

### Strategic Impact

- Strengthens Island economy
- Reduces transport emissions
- Aligns with Vision 2030’s “strong local business base”

Luccombe shifts from “buyer” to **Island sustainability partner**.

## PILLAR 3 – Biodiversity & Land Stewardship

(Strong alignment with Island environmental protection priorities)

### Current Achievements

- Living green roofs
- Wildflower & rewilded areas
- Bee & bug hotels
- Bat boxes
- Rainwater harvesting
- Composting

### 2026–2030 Actions

Action	Outcome
Develop Biodiversity Management Plan	Structured long-term habitat strategy
Annual biodiversity audit (simple ecological review)	Measurable ecological impact

Action	Outcome
Increase native planting areas by 20%	Pollinator support
Install interpretive signage for guests	Educational engagement
Explore coastal resilience planting	Climate adaptation

### Strategic Impact

Luccombe becomes a **visible steward of Shanklin's coastal biodiversity**, reinforcing the Island's environmental identity.

## PILLAR 4 – Waste & Circular Economy

(Supports Island waste reduction ambitions)

Current waste carbon footprint is small (0.7%) but highly visible.

### 2026 Actions

- Department-specific waste training
- Simplified bin signage & visual guides
- Quarterly recycling performance feedback
- Eliminate remaining avoidable single-use items
- Track waste per occupied room metric

### 2027–2028

- Food waste reduction programme (kitchen measurement)
- Explore Island composting partnerships

### Strategic Impact

Improves cost control, operational credibility, and visible sustainability standards.

## PILLAR 5 – Sustainable Travel & Guest Behaviour

(Aligned with Island transport & low-carbon visitor goals)

### Current Strengths

- Free EV charging
- Complimentary electric vehicle (Cupra Born)

- Promotion of walking & cycling routes

### **2026–2028 Actions**

- Track EV charger usage annually
- Develop “Car-Free Stay” incentive package
- Promote ferry foot passenger discounts where possible
- Partner with local cycle providers
- Introduce digital “Low Impact Visitor Guide”

### **Strategic Impact**

Positions Luccombe as a **gateway for low-carbon tourism to the Isle of Wight.**

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## **PILLAR 6 – Staff Skills & Green Employment**

(Aligned with Vision 2030 skills and workforce goals)

### **2026 Actions**

- Introduce annual sustainability awareness training
- Department-specific micro-training modules
- Sustainability included in onboarding
- Staff idea scheme with quarterly recognition

### **2027–2030**

- Develop “Green Champion” roles
- Offer sustainability upskilling sessions in partnership with Island networks

### **Strategic Impact**

Builds green skills locally and supports workforce development goals.

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## **PILLAR 7 – Guest Engagement & Destination Leadership**

### **2026 Deliverables**

- Digital sustainability brochure
- Website sustainability refresh
- Transparent carbon statement page

- In-room QR code linking to sustainability story

## 2027–2030

- Host annual Island Sustainable Tourism Roundtable
- Share supplier hub access with other Island businesses
- Present at Island tourism events

## Strategic Impact

Luccombe becomes:

“A catalyst for sustainable tourism on the Isle of Wight.”

## 4. Governance & Measurement Framework

Metric	Reporting Frequency
Total tCO <sub>2</sub> e	Annual
Scope 3 (PGS) % reduction	Annual
% local suppliers	Annual
Waste per occupied room	Quarterly
Renewable energy verification	Annual
Biodiversity enhancement actions	Annual summary
Staff training participation	Annual
Board-level sustainability review:	Annually
Operational review:	Quarterly

## 5. Risk & Opportunity Management

### Risks Mitigated

- Greenwashing exposure
- Supply chain instability
- Rising energy costs
- Regulatory tightening

## Opportunities Created

- Stronger ESG profile
  - Increased guest loyalty
  - Award recognition
  - Tender competitiveness
  - Island leadership positioning
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## 6. 2026 Immediate Priorities (First 12 Months)

1. Finalise and publish 2025 carbon report
  2. Launch Supplier Code of Conduct
  3. Establish Sustainability Support Hub
  4. Roll out waste training refresh
  5. Develop guest-facing sustainability brochure
  6. Refresh website sustainability content
  7. Begin biodiversity management planning
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## 7. Strategic Positioning Statement (External Use)

“Luccombe Hotels is committed to supporting the Isle of Wight’s Vision 2030 by protecting our natural environment, strengthening local supply chains, reducing carbon emissions across our operations and supply chain, and helping shape a resilient, sustainable visitor economy. We measure, we reduce, we support others to improve, and we responsibly neutralise what remains.”

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## 8. Conclusion

Luccombe Hotels already has **strong foundations**:

- Gold Green Tourism status
- Measured carbon baseline
- Renewable utilities
- Biodiversity action

- EV infrastructure
- Clear 2026 sustainability roadmap

The next phase is influence, transparency, and Island-wide leadership.

By aligning operational improvements with the Isle of Wight's long-term vision, Luccombe Hotels moves from:

**“Sustainable hotel operator”**

to

**“Sustainable destination partner.”**

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