

THE SPIRITUALIST GLASGOW SUSTAINABILITY POLICY

AIM: BUSINESS THAT OFFERS A GREAT PRODUCT & SERVICE WHILST CONSIDERING ITS SUSTAINABILITY

CHAMPIONING LOCAL AND IN SEASON

- WE PROMOTE LOCAL, SEASONAL PRODUCE ON THE MENU
- WE REFRESH THE MENU WITH THE SEASONS
- WE KNOW THE PROVENANCE OF 100% OF OUR INGREDIENTS
- WE SOURCE FOOD FROM LOCAL FOOD PRODUCERS
- WE CATER TO DIFFERENT DIETARY REQUIREMENTS

INVESTING IN SCOTTISH SUPPLY CHAIN

- WE SELL BEER BREWED AT OUR COMPANY'S BREWERY IN EDINBURGH
- WE USE PLANT BASED ALTERNATIVE TO EGG WHITES IN OUR COCKTAILS
- WE BUY FROM SUPPLIERS WHO MINIMISE SINGLE USE PLASTIC PACKAGING
- WE OFFER A WIDE RANGE OF PB OPTIONS
- WE SOURCE FISH RESPONSIBLY
- WE WORK WITH COFFEE, TEA, CHOCOLATE AND/OR SUGAR SUPPLIERS WHO HAVE TRANSPARENT DIRECT TRADE AGREEMENTS
- WE WORK WITH RESPONSIBLE SUPPLIERS WITH SOME GREAT INDUSTRY LEADING INITIATIVES (PERNOD RICARD) find out more [here](#)



OUR WORLD



- WE TREAT STAFF FAIRLY AND OFFER EMPLOYEE ASSISTANCE PROGRAMMES
- WE PROVIDE ALL STAFF WITH DISCOUNTED MEALS
- WE DON'T HAVE STAFF WORKING UNPAID OVERTIME
- WE ENSURE EQUAL PAY FOR EQUAL ROLES
- WE PASS ON ALL CUSTOMER TIPS AND SERVICE CHARGES EQUALLY TO ALL STAFF
- WE HAVE A KNOWN GRIEVANCE POLICY AND SYSTEM FOR FEEDBACK AND COMPLAINTS THAT IS ACCESSIBLE TO ALL STAFF

SUPPORT THE COMMUNITY

- WE ARE ACCESSIBLE TO THOSE WITH DISABILITIES
- WE SUPPORT CHARITIES WITHIN OUR ORGANISATION
- WE ARE A COMMUNITY HUB
- WE ARE A SOCIALLY INCLUSIVE RECRUITER
- WE COMMUNICATE WITH OUR GUESTS THROUGH OUR MAILING LISTS AND SOCIAL MEDIA PLATFORMS

VALUE ENERGY



- WE MONITOR AND REDUCE OUR ENERGY AND WATER CONSUMPTION
- WE TRAIN STAFF ON REDUCING ENERGY AND WATER
- WE EVALUATE THE USE OF EQUIPMENT TO REDUCE ENERGY CONSUMPTION
- WE RECYCLE GLASS, FOOD, PLASTIC AND PAPER/CARDBOARD
- WE ONLY USE PLASTIC ITEMS THAT ARE 100% REUSABLE OR COMPOSTABLE
- WE REUSE SPIRIT BOTTLES FOR DISPLAY AND SERVICE
- WE WORK WITH CHANGWORKS RECYCLING: AWARD WINNING COMPANY Find out more [here](#)

ZERO WASTE GOALS

- WE OFFER LEFTOVERS TO GO
- WE HAVE A RANGE OF SMALL PLATE AND MAIN MEAL DISHES
- WE USE PRESERVATION METHODS LIKE FRUIT SYRUPS AND DEHYDRATING TO REDUCE FOOD WASTE
- WE MEASURE FOOD WASTE AND CONSISTENTLY WORK TOWARDS ITS REDUCTION
- WE RECYCLE FOOD WASTE AND WASTE OIL



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