



February 2023

# SUSTAINABILITY MANAGEMENT PLAN



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## Introduction

Our mission, as a higher educational institution is to shape the world's future generations and to lead by example. We are convinced that sustainability is key for the future of the hospitality and tourism sectors. It is crucial that our efforts are effective and therefore a label such as Green Globe will direct, confirm, and improve our management practices on campus to the highest level of sustainability. We firmly believe this initiative will have a strong influence on students' environmental attitude and increase understanding of the importance of best practices on sustainability for their future career.

## Purpose of the Sustainability Management Plan (SMP)

Higher Education has the knowledge and vision to lead change in sustainability (Ramísio et al., 2019) and, as a result, there has been a call on higher education to incorporate sustainability into its curriculum (Shawe et al., 2019). The role of Higher Education in sustainable education has been formalized by the United Nation when they declared that the period 2005-2014 should be dedicated to the education of sustainable development as this mandate required that educational institute integrated the concept into their education and research (Ramísio et al., 2019).

Our ambition, however, is to inspire changes in behavior of our students, and to inform and motivate them to take interest or even make changes in the direction of sustainability. Our purpose is to find the perfect balance between providing excellent education in Culinary and Hospitality while managing our impact on environment. We strive to teach our students ways to successfully function in our industries and to embed forward thinking and sustainable approaches.

The purpose of this SMP is continuous monitoring and improvement. The SMP binds the Sustainability Committee and Student Sustainability Club to form a foundation for a continuous effort into developing milestones, identify metrics, pursue data collection regarding sustainability and reducing our carbon footprint.

## Working Groups & Documents

### Sustainability Committee

A Head of Sustainability and a new Sustainability Committee was set up in October 2022. Certain members remain the same, but the majority are new. All staff were invited to join, and the goal was to be inclusive and have a broad range of skills and perspectives represented.



### Sustainability Committee

Sylvana Navarro – Academics  
Nelson Martins – Operations

Anastasiia Burakovskikh - Faculty  
Tania Thompson – Faculty

Emilien Windels – Head Chef  
Sara Busetti – Culinary Instructor  
Cyril Cholley – Culinary Instructor  
Patrice Bressoud – Culinary Instructor  
Christopher Emerling – Culinary Instructor

Student Sustainability Club Rep

Manuela Bolton – Head of Sustainability

The goal of this committee is to further the overall sustainability of the César Ritz Bouveret campus, its student and staff.

This includes but is not limited to reducing emissions related to the operations on campus, educating and inspiring change in behaviors of all people on campus in relation to environmentally friendly behaviors, and furthering overall wellbeing of faculty, staff and students. Factors to be considered include Environment, Social and Economic.

The Sustainability Committee will meet at least twice per term to:

- Help define a sustainability vision for the school
  - Define criteria for projects / investments
- Set priorities, drivers, and actions for the Sustainability Master Plan
  - Select projects to move forward with

The first meeting took place on the 23<sup>rd</sup> of November<sup>1</sup> and a 10-year vision for the sustainability on campus was created as well as a list of criteria to help prioritize projects. The last meeting of 2022 defined the top 3 priorities for the Sustainability Master Plan and early 2023 this plan was expanded to include specific drivers and activities to support each of the priorities. This Sustainability Master Plan is shared publicly with the entire campus and suggestions and challenges are welcomed.

### Student Sustainability Club (SSC)

The Student Sustainability Club (SSC) – formerly the Green Globe Club was renamed and relaunched due to a change in the chair of the club as well as all its members. Members will change from one term to another (although hopefully students will stay involved for the duration of their time on the Bouveret campus).

### Mission & Objectives

Like the Sustainability Committee, the Student Sustainability Club also aims to further the overall sustainability of the César Ritz Bouveret campus, its student and staff. To do so the club will:

- Deepen members knowledge around sustainability and climate change
- Explore existing and new solutions to address negative impacts
- Share this knowledge and inspire students and staff to adopt sustainable habits
- Analyze campus life in search of opportunities for improvement in relation to sustainability and reducing negative impacts

<sup>1</sup> See Appendix A for Meeting Minutes



- Contribute to a long-term sustainability strategy for the school
- Take targeted actions to support the campus, students, and staff to improve impacts.

### Sustainability Master Plan

The goal of the Sustainability Master Plan is to narrow the focus drastically so that efforts are concentrated to have the greatest impact. Furthermore, specific activities are owned by individual people and clear targets and measures are set for all priorities, drivers and activities. This plan and its measures are publicly displayed to create transparency, drive ownership, and motivate all to support the ambitions. See “Sustainability Master Plan and Measures 2023” for full details of priorities and ongoing projects.

### Priorities

César Ritz Colleges’ sustainability priorities for 2023 are as follows:

1. Reduce incinerable waste
2. Reduce energy consumption / reduce water consumption
3. Reduce food waste

Please refer to the Sustainability Master Plan.

### Environmental Policy

For each priority we have targets, drivers and activities that help achieving the KPIs listed in the next section. Our environmental policy highlights guidelines, expectations, and ways that all stakeholders can join efforts.

#### Reduce Incinerable Waste

##### Recycling on Campus

One of the drivers that will help us reduce the incinerable waste is to increase the amount we recycling. In Switzerland the average recycle rate is 53%. Therefore there is a potential on campus to recycle more than half of the total waste.

Recycling for Bouveret campus is estimated at 8% for 2021 and 2022. We aim to increase this rate to 20% in 2023.

## THE FIVE R'S



Our communication campaign applies the principle of the 5 R's. It is a reminder to all stakeholders (staff and students) to think about the way we consume.

Items to be recycled in Switzerland (100%):

- P.E.T. Plastic bottles (you can find the PET label on the bottle)
- Glass
- Aluminum (drinking cans and tins)

Other items:

Paper/Cardboard (87%), plastic film – only if it is clean, used cooking oil (to make Biogas), batteries, food waste, clothing, cork and other plastics.

## Recycling in Kitchens

Being a culinary and hospitality school, the kitchens are central to what we do. The second driver to help us reduce incinerable waste is to increase the amount we recycle in the kitchens. If anything can be recycled, it should be put in a designated recycle bin in the kitchen. Our goal is to have as little as possible in the general waste bin.

## Reducing Consumables

Consumable products are those that must be thrown out after being used and therefore constantly must be repurchased. The hospitality and culinary industry are still very reliant on many consumable products (ex. Paper towels, paper napkins, toilet paper, plastic gloves, disposable piping bags, paper chef's hats, printer paper, paper cups, etc.).

On our campus we are striving to reduce this to an absolute minimum. Changing habits requires considerable effort to rethink our processes while maintain hygiene standards. We intend to look into these logistics for 2023, hoping to set standard operating procedures that will guide all stakeholders.

## Recycle Stations on Bouveret campus

On Bouveret campus you can recycle the following:

- Paper / Cardboard
- Glass
- Aluminum
- P.E.T.
- Batteries
- Gas refill bottles

- Plastic film (only if clean)
- Porcelain
- Electronics

#### STATION 1

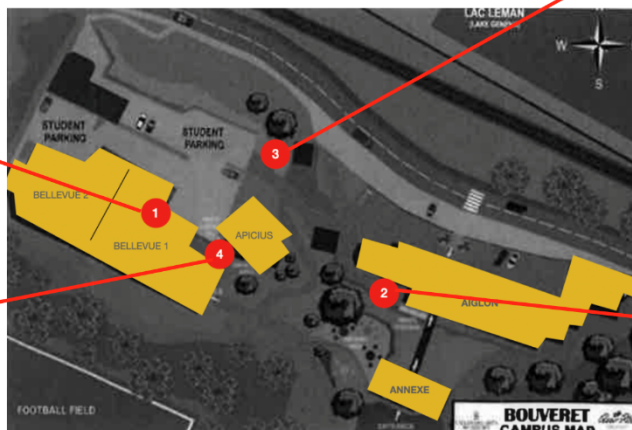
*Merchandise Delivery Area Bellevue 2*

- Paper / Cardboard (compressed into bundles) (palette)
- P.E.T. (1 bac x 240l)
- Glass (also broken glass) (1 bac x 240l)
- Aluminum (1 bac x 240l)
- Plastic foil (1 bac x 240l)
- Vegetable Oil (1 tank)
- Porcelaine
- Gas Refills
- Batteries

#### STATION 4

*Outside Bellevue 1 Building*

- P.E.T. (1 bac x 240l)
- Glass (also broken glass) (1 bac x 240l)
- Incinerable waste (non-recyclable waste) (2 Moloks)



#### STATION 3

*Outside Apicius Building*

- Glass (whole bottles) (Villiger)
- Incinerable waste (non-recyclable waste) (3 Villager)

#### STATION 2

*Behind Aiglon Building*

- Paper / Cardboard (4 bacs x 770l)
- P.E.T. (1 bac x 770l)
- Glass (1 bac x 770l)
- Aluminum (1 bac x 770l)
- Incinerable waste (non-recyclable waste) (8 bacs x 770l)

## Reduce Energy Consumption / Reduce water consumption

### Electricity and heating

Electricity powers the lights, kitchen machines, fridges and freezers, coffee machines, elevators, computers, projectors, vacuum cleaners, laundry machines and more. We are changing our lightbulbs to energy saving LED lights and also adding more sensors in public areas. On our campus, heating is done through electricity, gas and fuel. It is important that stakeholders understand ways of preserving heat and reduce waste.

### Water

The campus shall focus on

- Operating a water management system which closely monitors water usage across campuses and departments and to compare actual performance with published targets.
- Seek for leak detection systems to help identify and report leaks efficiently.
- Regularly review opportunities for reduction of mains water consumption.
- Install water efficient fittings and technology where economic and practical.
- Provide training and briefing documents for new developments aimed at low mains water consumption.



## Reduce Food Waste

All food that is wasted is produced unnecessarily – it is a waste of resources such as water, energy, fertilizer, land, fuel from tractors and transport that pollutes the air and human capital. On a social level, increasing demand for food (also if it ends up in the bin), increases world market prices for those foods harming those with the least amount of resources and contributing to malnutrition and undernourishment.

This year, school initiatives evolve around:

- End of service waste
- Plate waste
- Optimizing composting

## Key Performance Indicators

Each of the priorities mentioned above has four drivers and each of these has a dedicated measure. These are tracked through charts and consolidated in a report bi-annually for the senior management team.

### Plan for 2023

Some of the key measures are the following:

Resource	Unit	2023 Target %	2021 Actual	2022 Actual	2023 Target Value	2021 Unit per Student	2022 Unit per Student	2023 Target Unit per Student
Recycled waste	Tonne	20%	7.8	8.5	17.7	0.041	0.033	0.063
Waste	Tonne	-25 %	95	101	88	0.41	0.4	0.3
Electricity	kWh	-10%	1,034,901	1,089,844	1,118,766	4,427	4,266	3,901
Gas	kWh	-10%	1,277,635	Awaiting data	1,149,872	5,465	Awaiting data	4,010
Water	m <sup>3</sup>	-10%	23,926	22,577	24,419	102	88	85
Food Waste	Tonne	-25%	84	93	81.8	0.35	0.36	0.27

Action points for 2023:





- All activities on the Sustainability Master Plan to be executed and reported back into the Sustainability Committee meetings
- More activities to be added for the latter part of the year
- All data to be collected at least monthly throughout the year and reported bi-annually
- Carbon Footprint Report for 2022 in collaboration with MyClimate and EcoLive.

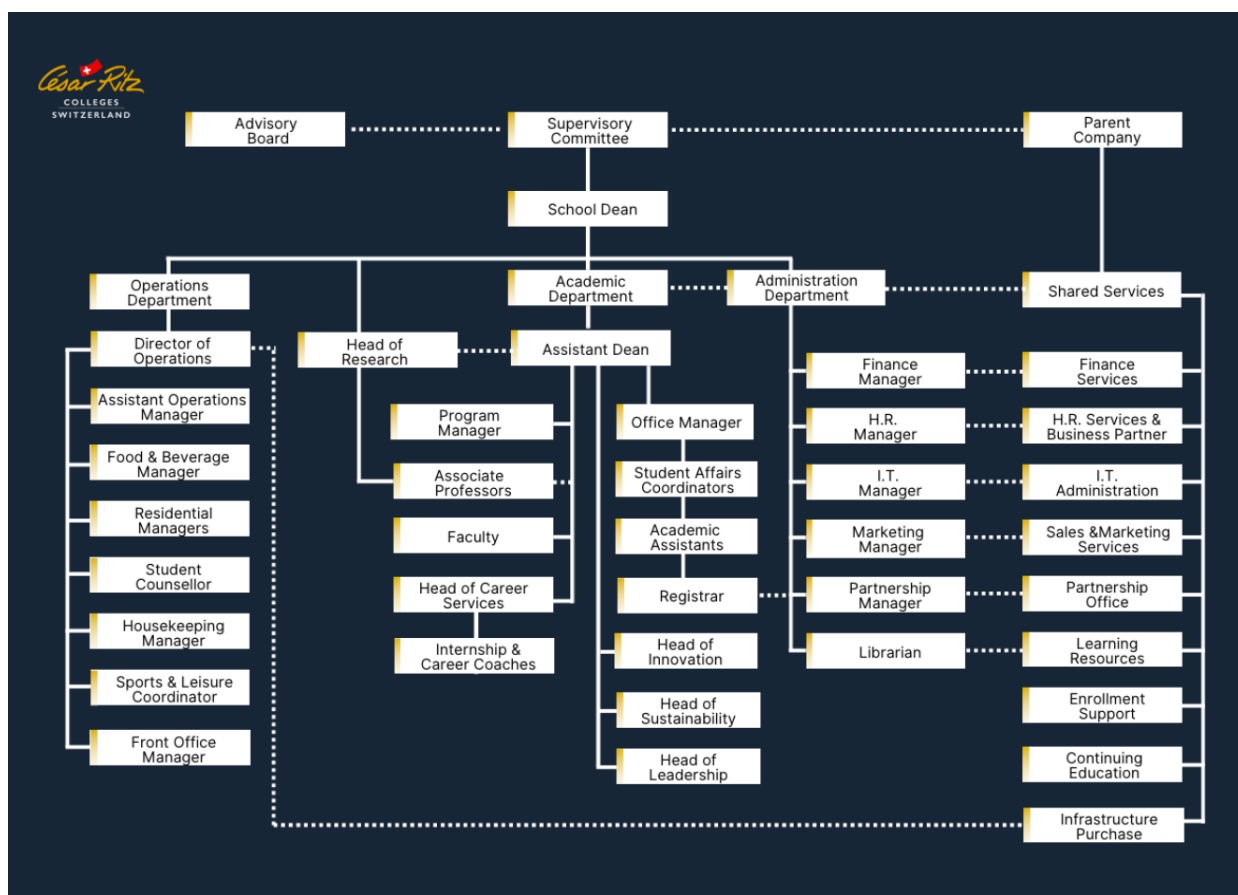
## Strategy for Projects

Projects will necessarily fit one of the four Green Globe Indicators and always be in support of our priorities.

### Approval process

**Anyone on campus can propose an activity or project to support the priorities. However, the Sustainability Committee will ultimately decide if the project should go ahead or not.** The Committee will do its best to support ideas and implementation to not hinder the stakeholders will for improving sustainability practices. This will also help us to have more transparency of ongoing projects and to avoid duplication of efforts.

## Organizational Chart at César Ritz Colleges



## Green Globe Indicators (Criteria)

Our commitment is to apply rigor into our management practices by following the criteria suggested by Sustainability in the following matters:

### Sustainable Management

César Ritz Colleges engages into a sustainable management system that allows our campus to

- develop all staff with continuous training
- measure customer satisfaction
- deliver our promise: providing top quality education in hospitality and culinary fields
- ensure legal compliance in regard to operating the business (including zero tolerance for exploitation)
- ensure that we are constantly improving our operations to become leaders in sustainable practices to set the tone for the industry and our students

### Social and Economic Indicators

Having a strong presence in Le Bouveret, César Ritz Colleges engage in community development by



- Working more with local businesses and associations
- Practicing local hiring practices
- Continually looking at how we can improve alignment with our purchasing policy
- Providing employee protection and ensuring compliance with the federal Code of Behavior in relation to exploitation

### Cultural Heritage

César Ritz Colleges invests in maintaining a strong Swiss heritage within our practices as a higher education institution by

- Implementing a code of behavior for staff and students
- Preserving unique historical aspects of the original architecture (Aiglon Building & Mosimann Collection)
- Organizing student trips to local farmers and businesses
- Strengthening ties with local partners

### Environmental Factors

Monitoring and managing resources is essential to Cesar Ritz comprehensive sustainable management plan. Our aim is to reduce the use of these resources and promote re usage and recycling practices. We are committed to

- Reducing energy consumption (electricity, water, gas, fuel, water)
- Implementing a comprehensive recycling system to increase recycling and reduce general waste
- Increasing efforts to reduce food waste
- Prioritizing repairs rather than replacement whenever possible
- Engaging in protection of the natural ground surrounding the campus
- Ensure no invasive species are introduced on campus