

GLENEAGLES

OUR IMPACT

EST. 1924





Responsible Custodians

For a century, we've welcomed guests from around the world to enjoy all the delights that Gleneagles and the beautiful local countryside have to offer. From the wildlife that thrives across our estate to the natural botanicals growing wild across our golf courses, we're surrounded by many precious natural assets.

That landscape has also been imprinted by the heritage of the communities nearby which are not only wonderful places for our guests to visit: they're where our employees live, our suppliers work, and many of the ingredients used in our menus are sourced.

With two hotels, an 850-acre estate, three golf courses, 11 bars and restaurants and a large workforce, Gleneagles is a big operation, and we recognise our responsibility in minimising our impact.

We're committed to being responsible custodians of Gleneagles and Gleneagles Townhouse, creating a positive legacy by minimising our carbon footprint; playing our part in preserving natural assets for future generations; and actively using our voice and resources to give back where we can to support our friends and neighbours, locally, nationally and globally.

Our success is owed in no small part to the beautiful flora and fauna that surrounds us.



CARING FOR THE ENVIRONMENT

Whether it's the snow-capped Ochil Hills that frame Gleneagles through the seasons; the deer, red squirrels and birds of prey which roam our estate; the water springs that helped to carve the rugged local landscape; or the trees in our gardens which offer nesting sites and food to wildlife, our global reputation has been indebted to the natural world since we first opened over 100 years ago.

We don't take that relationship for granted; now it's time to look forward and double our efforts by putting sustainability at the heart of everything we do and play our part in tackling the global climate emergency. We're only at the start of that journey but it's a journey we're proud to be taking.

CARING FOR SOCIETY

The nearby villages and towns offer a tapestry of stories and traditions that have made their mark on Gleneagles in many ways. From the local tradesmen who dug our foundations over a century ago, to the families who've worked with us for generations, Gleneagles is intrinsically tied to those communities and we're committed to giving back.

We're proud of the positive contribution we make not just within that local area but across Scotland and the UK, in using our resources to address many of the key issues facing society, including poverty, homelessness, health and wellbeing, and widening access to opportunities and employment. As a global leader in hospitality and outdoor activities and sport, it's also our privilege to help shape the future of those industries, through the development of talent and the sharing of best practice.



We also recognise how much of our success is owed to the *local community* and *our talented team* of people.



Our Sustainable CERTIFICATIONS

GREEN TOURISM

Since 2008, we've held Gold status in the Green Tourism scheme. We were the first hotel in the UK to be awarded the status, demonstrating our enduring commitment to minimising our environmental impact and creating a positive impact for our team, guests, and local community.

GEO CERTIFIED

Our golf courses have been Golf Environmental Organisation certified ('GEO Certified'® status) since 2014. This accolade recognises exceptional golfing environmental stewardship at Gleneagles, through protecting biodiversity, using natural resources responsibly and raising awareness for sustainability.

GREEN KEY CERTIFIED

In 2024 The Gleneagles Hotel and Gleneagles Townhouse attained Green Key certification, a leading global standard for environmental excellence and sustainable operations within the hospitality industry. To maintain this prestigious accreditation, Gleneagles is subject to rigorous independent audits and must demonstrate ongoing continuous improvement. Attaining Green Key certification also led to the honour of joining the Leading Hotels of the World's prestigious Sustainable Leaders Collection.

We have five *environmental*
and *social responsibility* pillars
which guide and frame
our commitment to
making a positive difference:

I. CONSERVE NATURE

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II. SOURCE RESPONSIBLY

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III. PROTECT OUR PLANET

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IV. GIVE BACK

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V. NURTURE TALENT

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PILLAR I

CONSERVE NATURE



As custodians of this
Glorious Playground, we work
tirelessly to conserve nature,
supporting *healthy ecosystems*
for future generations.

Land Stewardship

GOLF COURSES

We hold a unique position in golf as the first European venue to have hosted both the Ryder Cup (in 2014) and Solheim Cup (in 2019). However, great golfing experiences (both playing and spectating) depend on nature, so it's vital for golfing destinations to acknowledge this link and minimise their impact on the environment. Collectively, our greenkeepers and gardeners have a wealth of knowledge, decades of experience and an enduring passion to uphold the highest standards of land stewardship. We also ensure areas across our estate are left untouched to foster rewilding and support biodiversity.

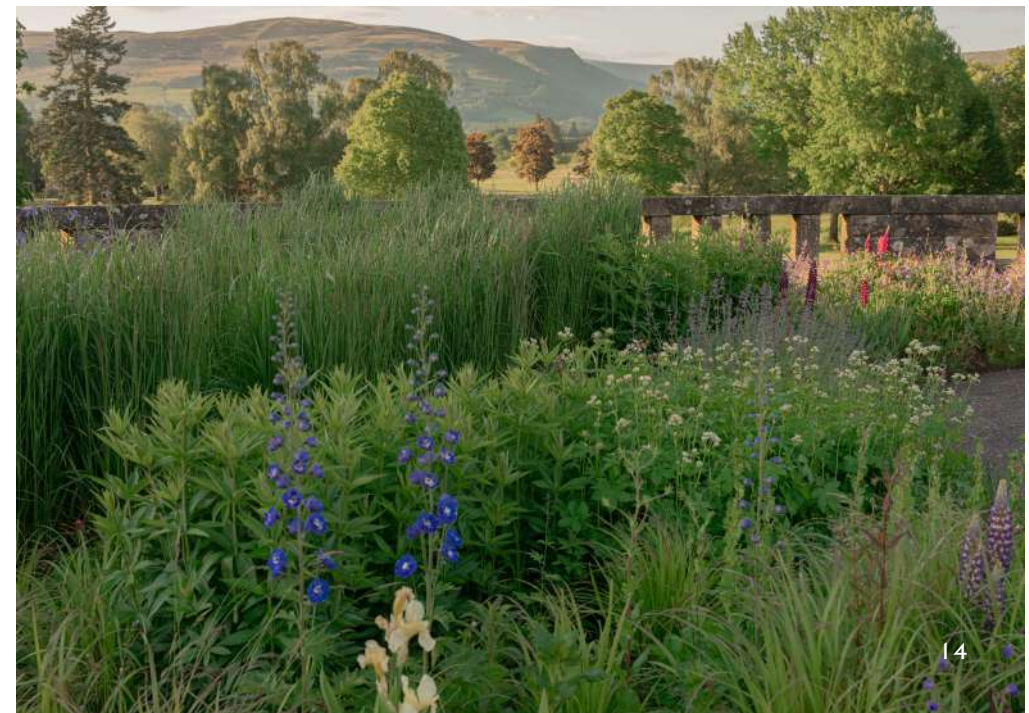
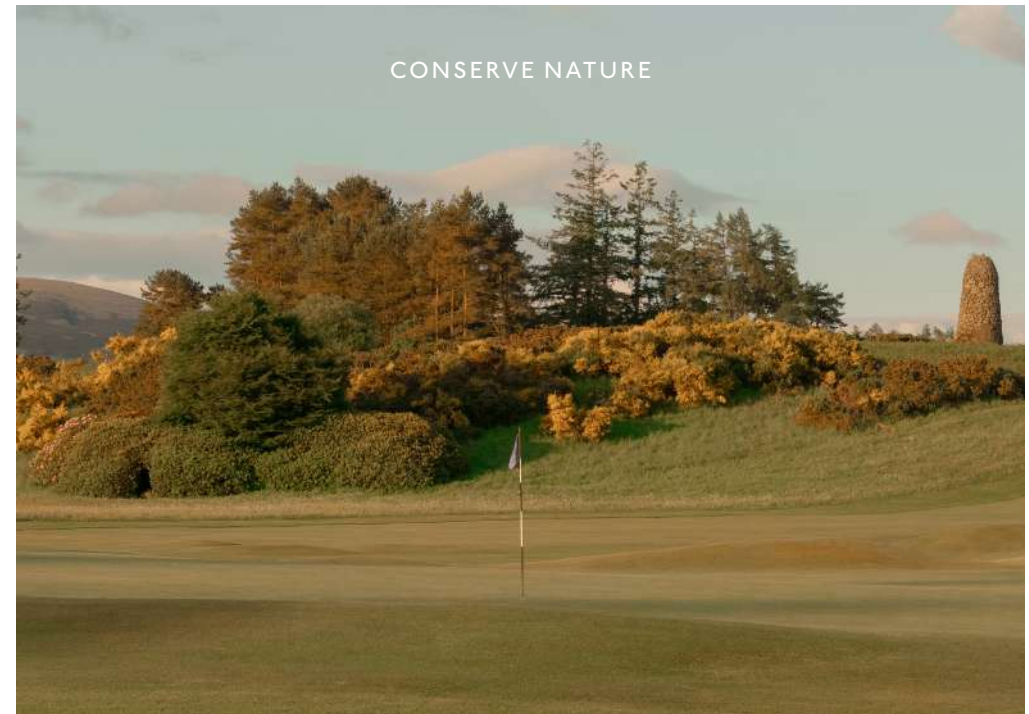
We work hard to minimise the impact of our golf operations on the environment with optimal plant and soil health being maintained through continuous and rigorous testing. Whilst we need to treat our golf courses from time to time, during warmer months we use natural products such as seaweed on our fairways and greens to support good soil bacteria. Our GPS sprayers apply products with >99% accuracy, helping us to prevent over-application and reduce the overall quantity of products we use by up to 14%.

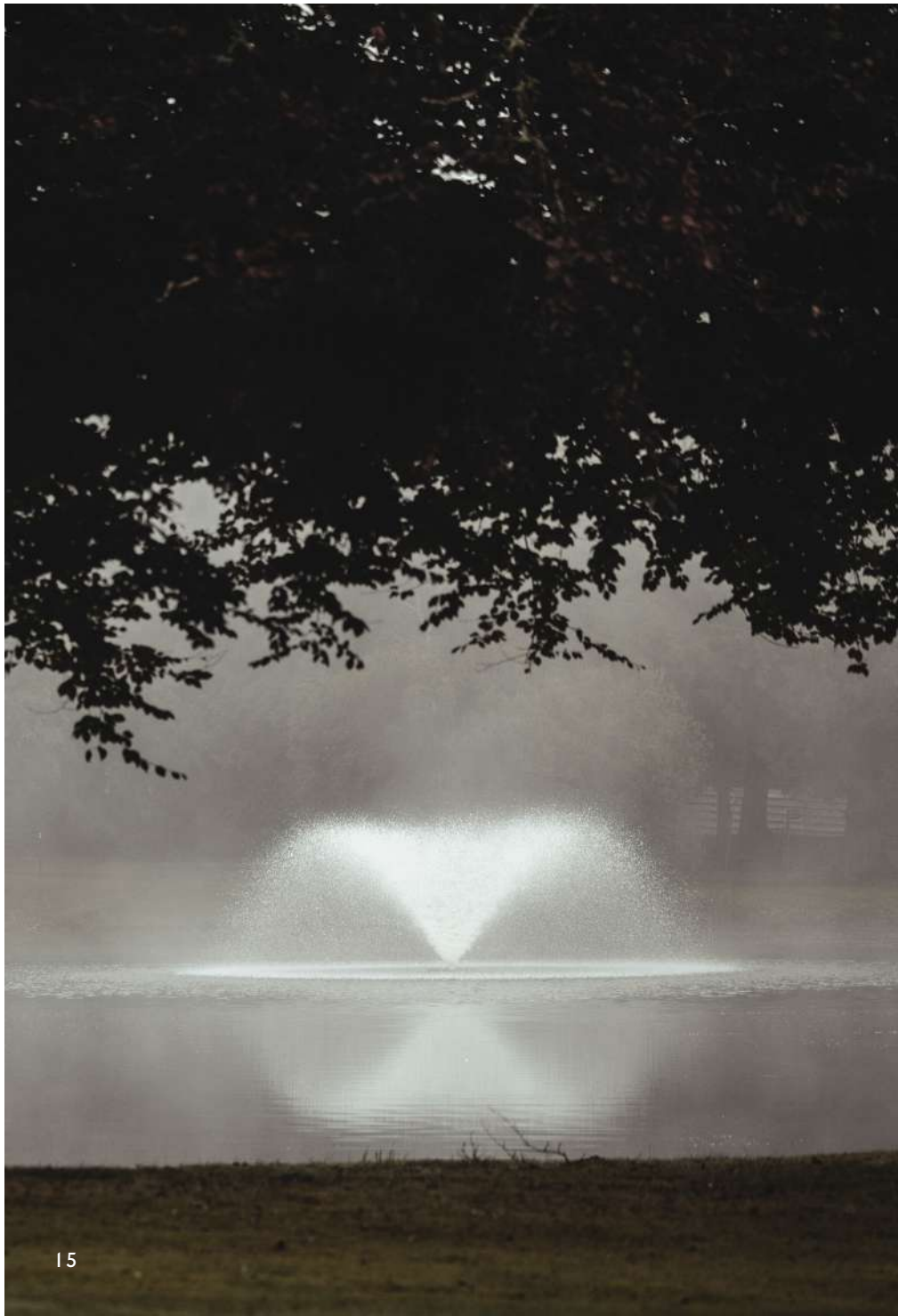
GARDENS

Our gardeners continuously explore innovative ways to minimise our impact through our use of battery-operated hand tools, from trimmers and hedge trimmers to fully automated electric mowers which also minimise soil compaction. Coffee grounds and eggshells from the hotel are repurposed and used as fertiliser on the estate and all green waste is donated to local farmers for composting.

FLORISTRY

Our florists can be spotted foraging for flowers and greenery across our estate to create spectacular seasonal displays which celebrate the best of the Scottish countryside.





Water Stewardship



Water is one of the planet's most valuable resources which is why we're doing everything possible to reduce our water consumption across all areas of our operations.

Our golf courses are watered using on-site reservoirs and dedicated boreholes which naturally harvest rainwater. Regular testing of ground moisture levels coupled with irrigation systems with individually controlled heads, linked to the local weather station helps minimise our overall water usage. This means we only water our courses when absolutely necessary, in the exact location that needs it, while factoring in any forecasted rainfall.

A new state-of-the-art irrigation system installed on The PGA Centenary course in 2024 helps us to reduce water consumption by up to 30%. To reduce our water footprint in the hotel, our standard protocol is to change bed linen and towels every second day unless a guest opts in for a daily linen change.



Protecting Biodiversity

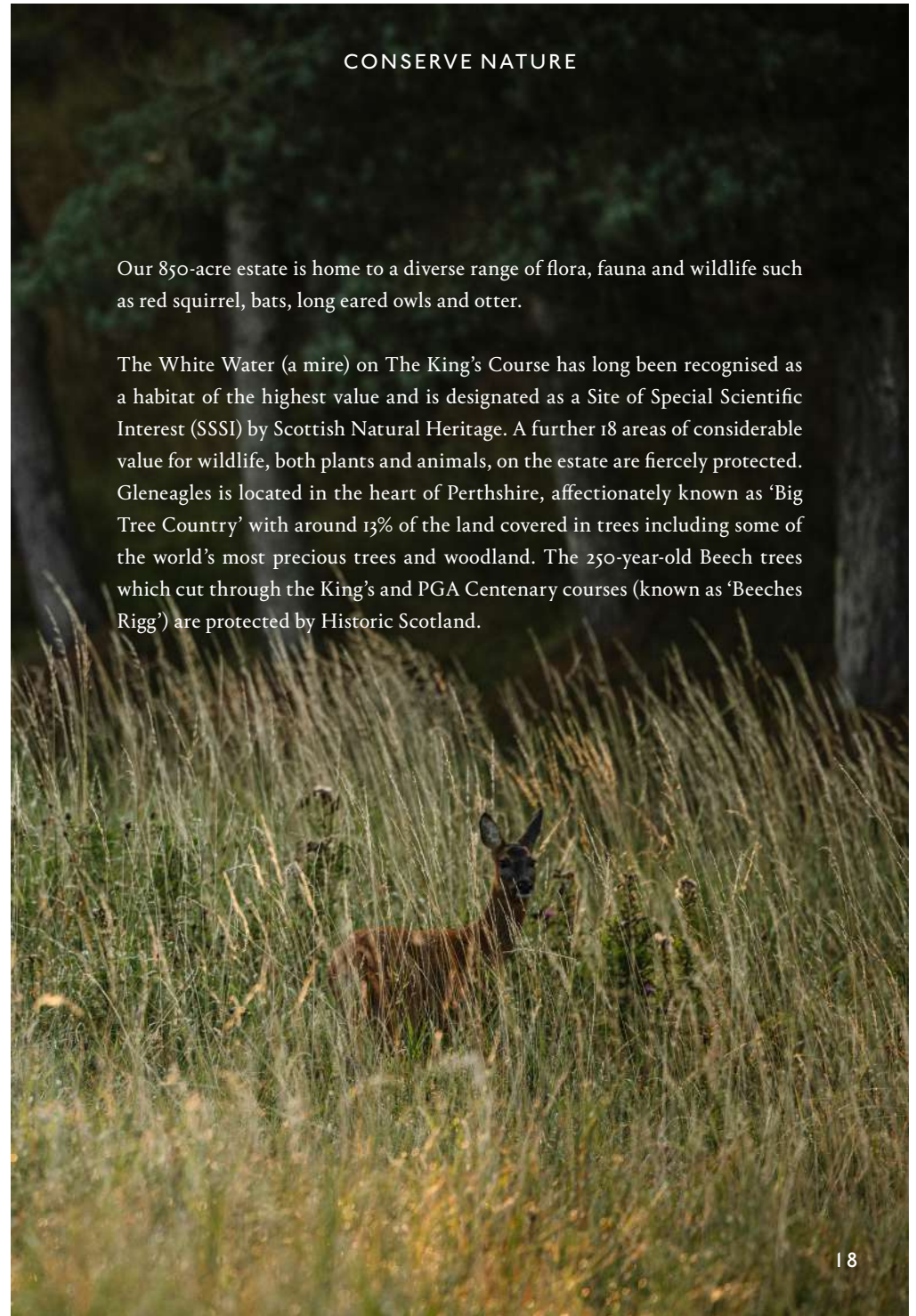
Through a 15-year partnership with Perth & Kinross Countryside Trust, Gleneagles and its guests have donated over £325,000 to support several important woodland conservation projects in the region.

These include saving and restoring the Ancient Orchards of the Carse of Gowrie; restoring footpaths and woodland trails around Perthshire; and carrying out emergency work on the iconic 600-year-old Birnam Oak, one of only two surviving trees remaining in the great forest celebrated in Shakespeare's Macbeth, to ensure the tree's survival for future generations.

CONSERVE NATURE

Our 850-acre estate is home to a diverse range of flora, fauna and wildlife such as red squirrel, bats, long eared owls and otter.

The White Water (a mire) on The King's Course has long been recognised as a habitat of the highest value and is designated as a Site of Special Scientific Interest (SSSI) by Scottish Natural Heritage. A further 18 areas of considerable value for wildlife, both plants and animals, on the estate are fiercely protected. Gleneagles is located in the heart of Perthshire, affectionately known as 'Big Tree Country' with around 13% of the land covered in trees including some of the world's most precious trees and woodland. The 250-year-old Beech trees which cut through the King's and PGA Centenary courses (known as 'Beeches Rigg') are protected by Historic Scotland.





Supporting WILDLIFE



Falconry is the second oldest sport in United Kingdom, stemming from medieval times and very much part of our heritage. During 2024, we rehomed a further six birds of prey from the Scottish SPCA. Upholding the highest professional standard of bird welfare, our falconry experience has been built around these majestic birds, providing them with the stimulation, positive training techniques and rewards they would have otherwise been missing.

Bird boxes and feeders for squirrels and birds have been strategically positioned across the estate to provide roosts, shelter, hunting perches and food. Our dedicated teams will supplement food sources during the sparse winter months.

Bees are an integral part of healthy ecosystems which is why we support several hives on our estate. The sunny summer months see the bees making the most of the golden gorse, heather and broom flourishing across the local countryside, which in turn, can provide us with sweet blossom honey.

Enhancing Biodiversity



To mark the Queen's Platinum Jubilee in 2021, Gleneagles proudly participated in the Queen's Green Canopy campaign, planting 28 Sessile Oak trees. Supporting more wildlife than any other native tree, on one oak you can find up to 326 species of wildlife and 257 species of insect.

More recently, we've partnered with Forth Rivers Consulting to help us protect and support healthy ecosystems. During 2024, ecologists and nature conservation experts undertook a range of surveys to map the habitats and species present across our estate, working with us to develop a three-year plan to enhance biodiversity further.

Initiatives planned include planting wildflower meadows to support bees and other pollinators with plans to support additional beehives in future.

We also aim to plant up to 3,000 native trees and shrubs by 2027 to aid natural flood management and provide an all-year-round food source for a variety of wildlife. All team members will have the opportunity to get involved in planting through paid volunteering, providing valuable time to get back to nature and support good mental health and wellbeing.

In addition, our native heather restoration programme aims to boost the heather population on-site by at least 50%.



EDUCATING the Next Generation



Keen to share our knowledge and passion for the environment, our younger guests can pass the time learning about the importance of nature conservation and protecting our planet through our Little Glen Adventurers Programme.

Wee ones can visit our bug farm teeming with insects, worms and creepy crawlies, learning the vital contribution they make to supporting healthy soils rich with nutrients.

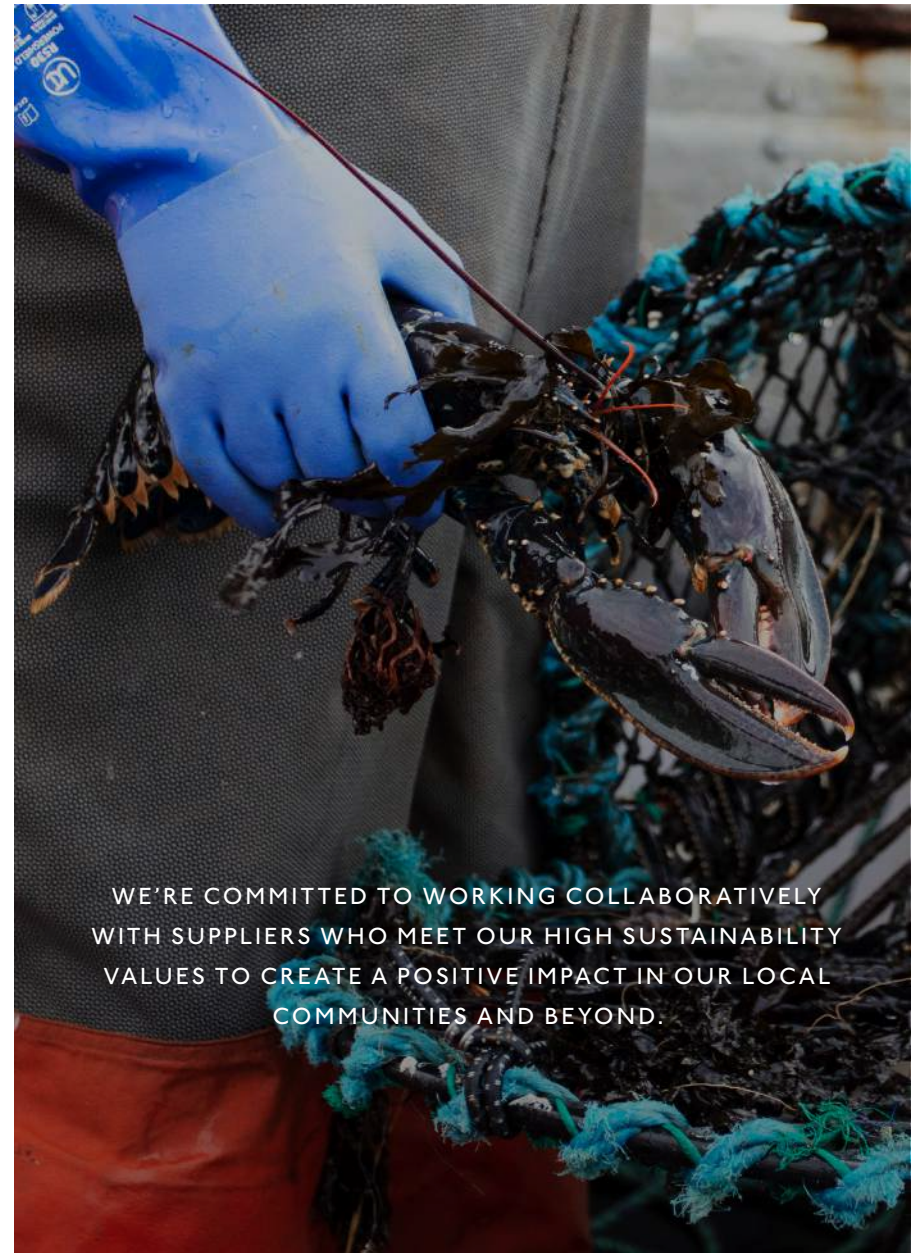
Working closely with our local school, we regularly collaborate on projects that support shared passions, mutual objectives and our commitment to educating the next generation of passionate sustainability advocates.



PILLAR II

SOURCE RESPONSIBLY

Cabbage



WE'RE COMMITTED TO WORKING COLLABORATIVELY WITH SUPPLIERS WHO MEET OUR HIGH SUSTAINABILITY VALUES TO CREATE A POSITIVE IMPACT IN OUR LOCAL COMMUNITIES AND BEYOND.

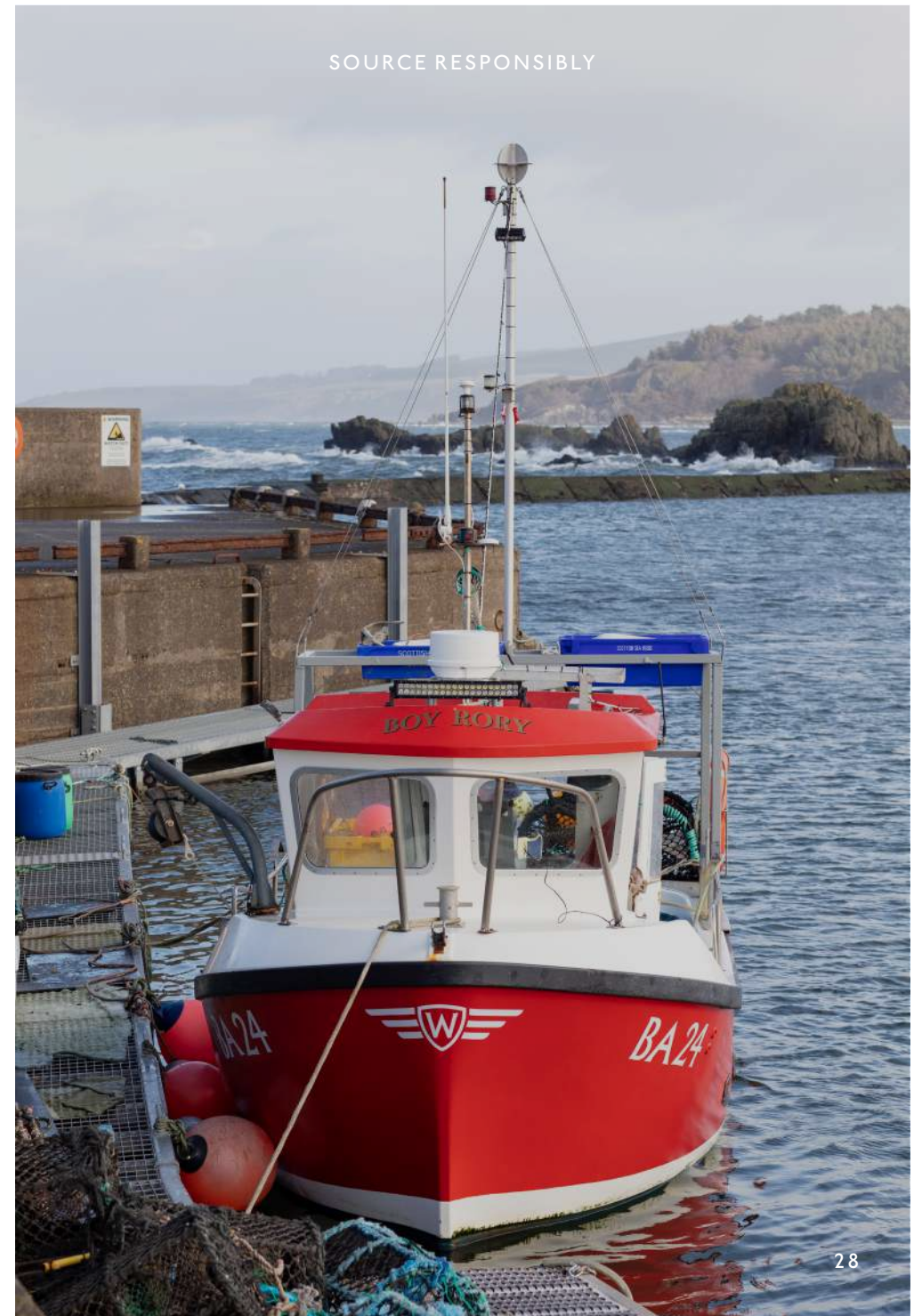
Local & Seasonal

We're fortunate to have some of the world's finest produce on our doorstep and celebrate Scotland's exceptional larder through the careful selection of ingredients and the curation of seasonal menus.



All our meat is responsibly sourced from farms within Scotland which specialise in grass-fed beef and lamb. Producers and suppliers must meet the exceptionally high animal welfare, quality and assurance standards set by Quality Meat Scotland (QMS) with the 'Scotch Beef' and 'Scotch Lamb' status of our meat providing certainty over its provenance and traceability.

Over 80% of our fish and shellfish is responsibly sourced from Scotland, with suppliers being certified to applicable standards which promote responsible behaviours above and below the waters safeguarding the health and population of future fish stocks.





The GOOD LIFE

The produce we grow is used across our restaurants and in our bars. Our gardener, Allison Pevler, works closely with the culinary team to agree a seasonal schedule for the flowers, herbs, fruit and vegetables that are to be planted and harvested.

A trained biologist, Allison used to be a chef in our main kitchen, so she has a passion for and in-depth knowledge of both culinary and botany. In discussing the chefs' ambitions for the season ahead, which ingredients they're looking to use and how they're planning to use them, Allison will determine where and how to grow the plants.

With repurposed coffee grounds and eggshells from the hotel used as natural compost in The Kitchen Garden, the space is bursting with vegetables like peas, French beans, broad beans, radish and beetroot, as well as mouth-watering fruits including plums, apples, strawberries, blackcurrants, redcurrants, blackberries and gooseberries. The leaves and flowers of the plants are just as useful for the chefs, who use them to garnish their dishes. The fennel which grows in abundance is used in a range of dishes across the estate, from stocks in The Strathearn to pasta dishes in The Birnam.

Bright pops of colour are provided by edible flowers and plants like buckthorn, violas, roses, nasturtiums and dahlias, while fragrant herbs such as lavender, chives, apple mint, spearmint, peppermint and rosemary lend themselves to delicious oils and sauces.

The Kitchen Garden is also supplemented by a large glasshouse, in which our gardeners grow a range of delicate micro herbs which our chefs also use to enhance and garnish their dishes, including basil, parsley, dill, sage and sorrel.

The microclimate at Gleneagles can be unpredictable, so the gardeners and chefs sometimes have to think creatively to ensure even the produce that doesn't grow to plan is utilised. For instance, if our strawberries don't get enough sun to ripen, our chefs will harvest them green to use in compotes and vinegars.



We're privileged to have our own *wee green oasis* on our estate. The Kitchen Garden, where we grow our own produce, also provides a *rich and abundant habitat* for insects, pollinators, birds and even some resident frogs and toads.



Meaningful Partnerships

WE FOSTER MEANINGFUL PARTNERSHIPS WITH OUR SUPPLIERS, BUILDING STRONG, COLLABORATIVE WORKING RELATIONSHIPS, WHICH SPAN, IN SOME CASES, SEVERAL DECADES.

OUR TEAMS MAKE REGULAR VISITS TO THE FARMERS, PRODUCERS AND GROWERS WHO SUPPLY GLENEAGLES, TO ENSURE THEY SHARE OUR VALUES OF MAINTAINING THE HIGHEST STANDARDS OF QUALITY AS WELL AS APPROPRIATE ANIMAL WELFARE, ENVIRONMENTAL AND WORKING STANDARDS.

FROM FIELD TO FORK

Gilmour Butchers, are a third-generation family run business near Edinburgh who've been supplying our chefs with exceptionally high quality, sustainably sourced meat for almost a decade, which is used across our menus at both the Glen and the Townhouse.

Investing heavily in sustainability, their new premises, which are expected to open in 2025, will be powered and heated by on-site renewables with any excess generation being exported to the grid. The management team lead by example with electric cars. Deliveries to customers are made, where possible, using electric refrigerated vans.

Working directly with farm partners for the last 40 years, they are passionate about the provenance and traceability of their meat and keen to showcase the exceptional commitment to sustainable farming practices upheld by their network of local suppliers.

One such supplier is the Hodge family in East Lothian, who are true custodians of the countryside. Farmers Sandy and Margo Hodge from Humble Farm work tirelessly to sustainably produce exceptional quality beef, grain and potatoes. Their commitment to environmental stewardship, upholding the highest standards of animal welfare and tackling climate change is truly inspiring. Cows are grass fed, staying on their natural diet, maturing as nature intended and living their best life.

Using decades of experience, Sandy nurtures the health of the soil across his 2,300-acre farm. Healthy soils hold more water which in turn, helps with natural flood management, also reducing the amount of watering his crops need.

Healthy soils also act as a carbon sink, storing carbon in the ground and keeping it out of the atmosphere. Wind turbines on Humble Farm and neighbouring estates provide renewable energy to the grid and miles of hedgerows provide vital food for wildlife.





Our Garden Café is perfect for meeting friends and family, catching up over delicious light bites and home-baked cakes, all washed down with the finest choice of teas and coffee. While we strive to source as much as we can locally, there are some products which can't be sourced in the UK. One such example of this is coffee.

SOURCE RESPONSIBLY

FROM PLANT TO CUP

Georgios Chatzianastasiou, our Head of Coffee, spent months in coffee farms in Costa Rica to get under the skin of coffee production and understand the journey from plant to cup.

All our coffee is supplied by Origin Coffee, a B Corp Certified company who work directly with coffee farmers at a local level, investing in their crops, committing to purchase exceptional coffee at above commodity market price, and helping farmers to be resilient against climate-related risks.

At their roastery in Cornwall, 100% of their electricity comes from renewable sources, with 30% of this coming from onsite solar generation. Their new coffee roasting equipment eliminates the need for an afterburner, reducing energy consumption and greenhouse gas emissions by up to 80% compared to previous roasting methods.

Like Gleneagles, Origin is committed to supporting a circular economy with packaging decisions being taken to minimise waste, supporting re-use and recycling where possible. Origin ensures that coffee chaff (the coffee bean husk which comes off during the roasting process), and coffee grinds are made available to local people to use for composting and gardening.

CIRCULAR ECONOMY

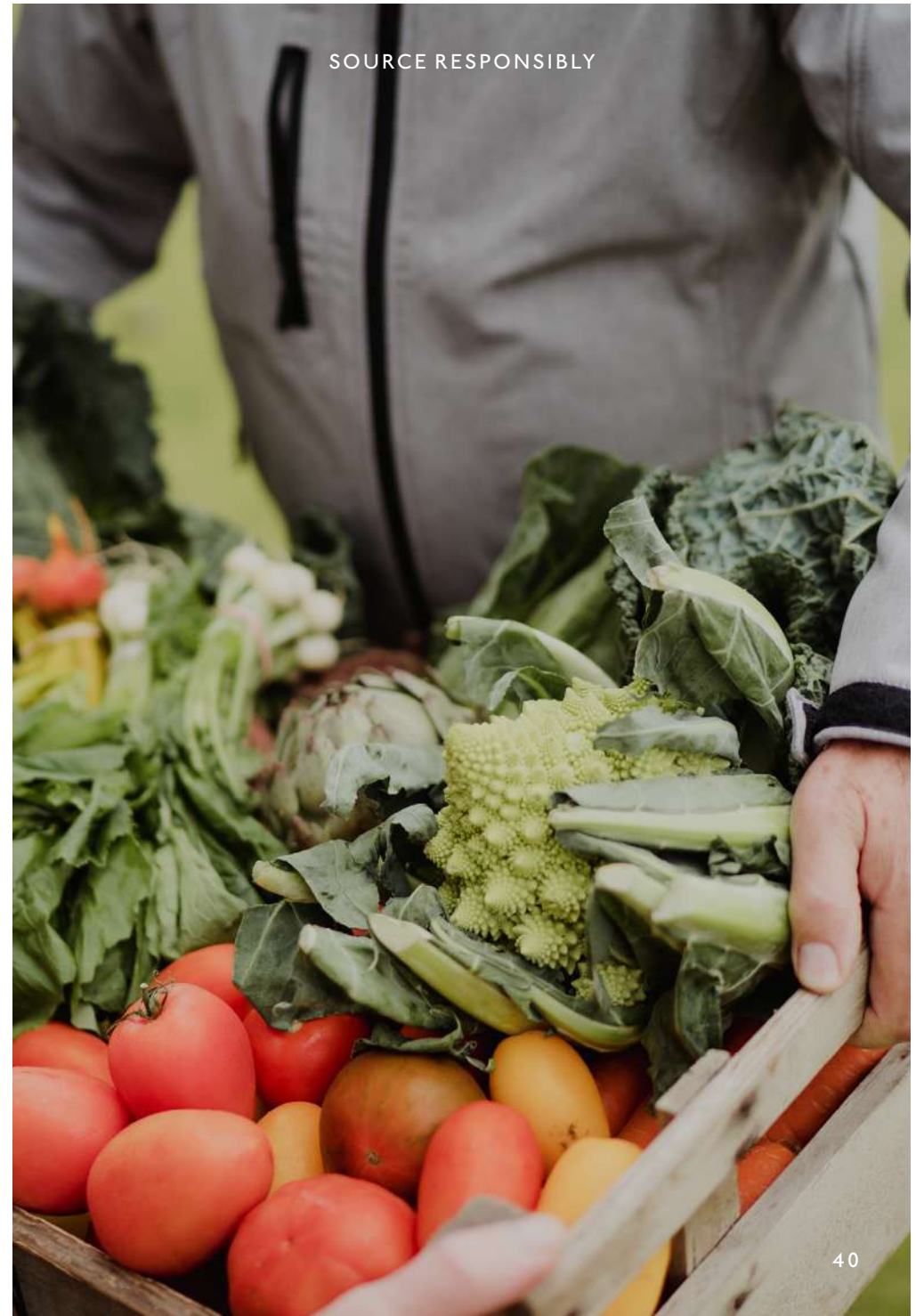
We take our role in the circular economy seriously and are committed to minimising waste and using packaging with the lowest environmental impact. A close working relationship with our local waste contractors, coupled with regular training for our teams, and robust recycling procedures, helps us support and encourage responsible waste management.

All our waste is either recycled or goes to make energy from waste. Nothing goes to landfill and we are taking steps to ensure all our products are either reusable or recyclable.

The bottled water in our rooms is sourced from within five miles of Gleneagles, and we have chosen plastic because it has the lowest carbon footprint of all materials – around five times lower than that of glass. The bottle itself is also made from 100% recycled plastic with empties being recycled by our teams to give them another life.

WAYS WE ARE WORKING TO SUPPORT A CIRCULAR ECONOMY:

- Our specially developed Gleneagles & Co bathroom amenities in guest rooms come in refillable bottles, and cosy slippers ready to slip on hang in re-usable bags.
- In our spa and wellness centre, guests can stay healthily hydrated using refillable glasses and bottles. For larger events, we promote healthy, refreshing and thirst-quenching water in visually stunning urns filled with fresh fruit and mint.
- Working closely with our suppliers, many of our deliveries come in re-usable crates which are returned to our suppliers to be used again.
- We donate all our used cooking oils free of charge to Olleco who convert this into low carbon biofuel.



PILLAR III

PROTECT OUR PLANET

To support a healthy planet,
we're taking action to *minimise
our carbon footprint* and are
committed to reaching
Net-Zero emissions by 2040.



Net-Zero Pledge



Our planet is facing an environmental crisis with the devastating impacts of climate change being felt by communities around the world. The latest science is clear; more needs to be done to reduce greenhouse gas emissions at the pace and scale needed to avoid the worst impacts of climate change.

In response, Gleneagles has pledged to reach net-zero emissions by 2040. We aim to dramatically reduce our impact across all strands of the business, from buildings and land management, to sourcing and transport.

In doing so, we commit to reduce absolute scope 1 and 2 greenhouse gas (GHG) emissions 42% by 2030 from a 2024 base year and to reduce scope 3 GHG emissions 25% within the same timeframe. In the long term, we commit to reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2040 from a 2024 base year. It's a big undertaking but the right thing to do!



BARS

Our team of bartenders take an innovative approach to creating cocktails that incorporate surplus food items that would otherwise go to waste. Our Head of Bars, Michele Mariotti, has created an award-winning menu of cocktails, *The Book of Berries*, with many drinks featuring ingredients adapted from surplus or unwanted food.

Using a range of leftover items from our kitchens and restaurants – ranging from tomatoes, avocado stones, pumpkin seeds, banana skins and coffee grinds to blueberry muffins, kiwi, melon and pomegranate skin – the ingredients are pulped, caramelised, scorched, blended or fermented, and even dried and powdered, to create exceptional botanical additions and flavourful twists for each perfectly-curated cocktail.



KITCHENS

Collaboration will be the key to the success of delivering our targets. Working in partnership with our teams, suppliers, and industry partners, we're continuously exploring innovative ways to reduce our impact.

To reduce emissions associated with food, we're using a system that calculates the carbon footprint associated with our menus. This helps our talented chefs explore changes that can be made to reduce our carbon footprint without impacting on the exceptional taste and quality for which Gleneagles is famed.

Committed to reducing food waste by 60% by 2030 from a 2024 baseline, we have invested in Winnow, a dedicated food waste management system which uses scales, camera technology and artificial intelligence to help us reduce food waste at source.



PROTECT OUR PLANET

Sustainably POWERED



OUR HOTELS

Energy efficiency and renewables are a key focus for us. All of the purchased electricity used at The Gleneagles Hotel comes from 100% renewable sources and we are actively exploring ways to decarbonise our heating. Energy efficient LED lighting has been installed throughout our hotels and wider estate, with timers and automation helping us to reduce our overall energy consumption.

Gleneagles Townhouse, which opened in 2022, comprises two adjoining Category A listed buildings within Edinburgh's New Town. During the build, there was minimal interference to the historic features to ensure that the splendour and character of the original building was conserved. However, secondary glazing and extensive insulation were installed to improve energy efficiency and prevent heat loss.

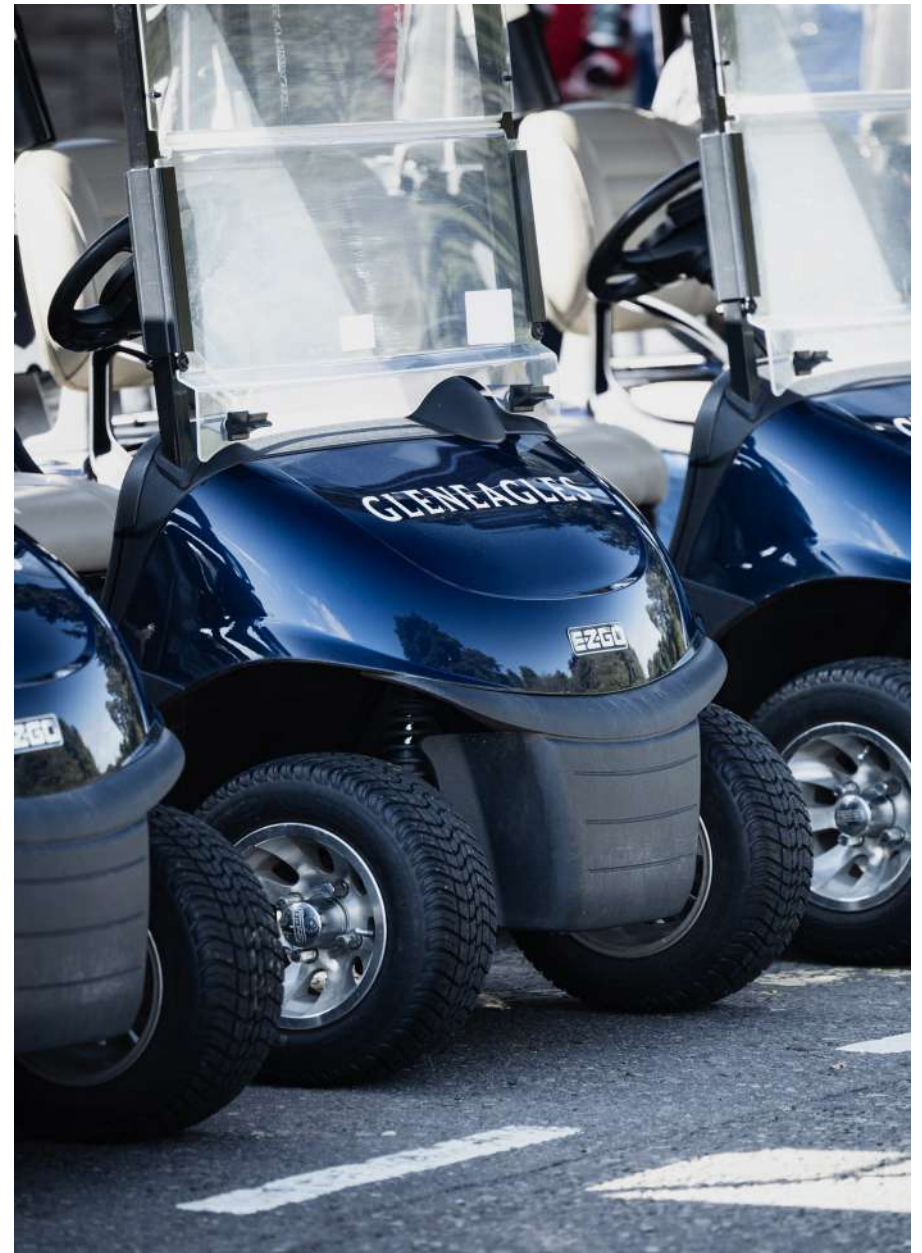
COMPANY VEHICLES

All 53 of our golf buggies, golf operational, shuttle and ranger vehicles are electric, and we're aiming for every single company vehicle to be fully electric by 2030.

As one step in that journey, we're to be the proud new owners of a Munro Series-M. We worked collaboratively with Munro, an innovative Scottish start-up company, supporting them to trial and showcase the new fully electric off-road 4x4 vehicle.

Over almost two years, we supported Munro Vehicles to test their demonstrator, putting it through its paces on our challenging off-road course and providing valuable feedback to help the Munro team develop many technical aspects throughout the design and build phase.

We also hosted demonstrator days, enabling Munro Vehicles to showcase their new 4x4 to businesses and estate owners who were keen to see, drive and learn more about the transition to fully electric vehicle fleets.





PILLAR IV

GIVE BACK



WE'RE RENOWNED FOR OUR WARM HOSPITALITY AND COMMITTED TO MAKING EVERY SINGLE GUEST FEEL SPECIAL, BUT WE'RE ALSO DEDICATED TO MAKING A POSITIVE DIFFERENCE TO THE LIVES OF THOSE WHO NEED IT MOST THROUGH KEY CHARITY PARTNERSHIPS, COMMUNITY ENGAGEMENT, FUNDRAISING AND VOLUNTEERING OPPORTUNITIES FOR OUR TEAM.

We support a wide range of fantastic causes, *providing donations, raffle and auction prizes* and tens of thousands of pounds worth of pro bono event space and catering to *local schools, colleges, care homes, hospices, food banks and community groups* across Scotland and the UK each year.

However, to ensure our charitable initiatives create the biggest impact, *we focus our efforts* on supporting our key charity partners which cover the fields of *homelessness, mental health, children's care and animal welfare.*

i) Homelessness

As providing bedrooms and food is what we've done for a century, we want to support our community's vulnerable members to help keep them safe and dry.

SOCIAL BITE

Since 2018, we've had a relationship with Edinburgh-born Social Bite, a charity which aims to empower people who've been affected by homelessness to get back on their feet, by using housing solutions, supportive employment and food distribution to re-integrate individuals into society.

We've supported them in a number of ways, including participating in the Festival of Kindness campaign – which provides 250,000 food and essentials packs to homeless people each winter – and taking part in the charity's Break the Cycle event, helping to raise funds to build new Social Bite Villages.

We've now developed a long-term partnership between Social Bite and Gleneagles Townhouse to increase our support. We are:

- Donating a portion of every member's fees
- Adding a £1 contribution to guest bills at the Townhouse for each hotel stay – all proceeds go towards Social Bite to support people with hot meals, accommodation and new furniture in the Social Bite villages
- Donating a portion of proceeds for select menu items sold in The Spence
- Providing volunteering opportunities at Social Bite for our people
- Providing job opportunities for individuals affected by homelessness, to help them build an independent life



ANCHOR HOUSE

We have a charity partnership with Perth-based homelessness charity, Anchor House, which provides a comprehensive range of needs-led services, including accommodation and support services to those who experience homelessness, disadvantage and exclusion. We support Anchor House through:

- Financial donations
- Donating furniture, toiletries and gifts regularly
- Developing a community outreach programme to bring our culinary, digital and finance teams to the shelter to coach disadvantaged individuals in key life skills like cooking, bookkeeping and web use

ii) Mental Health

Looking after the health and wellbeing of our team and guests is our top priority, but we're also dedicated to making a positive difference to the health of those who need it most in the communities that surround us.



GIVE BACK

THE NEUK

Through our partnership with Anchor House, we support The Neuk, a 24-hour mental health crisis centre in Perth city centre. The Neuk brings together a number of mental health charities under one roof – including Lighthouse for Perth, ANDYSMANCLUB, Linda's Ladies and Women's Wellbeing – providing a multi-agency crisis response service designed to support people in mental distress towards recovery.

A therapeutic space in the community where people can feel secure and supported, it offers person-centred support for individuals with immediate mental health needs. The facility has purpose-built rooms for those who need to stay, as well as showering facilities, sensory rooms and staff and volunteers providing support and running telephone helplines. We support The Neuk through financial donations and auction prizes, and by providing furniture for vulnerable people who use the facility.

ANDYMANCLUB

We're proud to partner with ANDYSMANCLUB, a charity that encourages men to open up about their feelings and promotes suicide prevention.

With over 100 free support groups running nationwide, the groups take their name from Andrew Roberts, a man who took his own life aged 23 in 2016. The service is used on a weekly basis by almost 2000 men, facilitated by an army of 500+ volunteers, and continues to grow every year.

In 2021, Gleneagles became the charity's 61st branch, offering support not just to employees, but to any men in the local community who need it. We make regular donations to the charity and provide them with complimentary event space and refreshments for their weekly talking group sessions.



iii) Children's Care

Putting a smile on the face of every child who comes to Gleneagles puts a smile on ours! So much do we enjoy hosting wee ones, we've created a breadth of adventures just for them. From Little Glen and The Little Garden to Junior Off-roading and Own a Pony Days, our team pull out all the stops to bring happiness to every child who visits. But we also want to make a difference to the lives of wee ones who don't have the chance to come and stay.

CHILDREN'S HOSPICES ACROSS SCOTLAND (CHAS)

In 2022, when we were looking for a new charity partner, we asked our people which charity they wanted us to support. Their votes were cast and the decision was unanimous. They wanted us to partner with CHAS, to support the incredible work carried out at children's hospices, Rachel House in nearby Kinross and Robin House in Balloch.

Both hospices are 'homes from home' for babies and children facing life-shortening conditions, as well as their families, providing a range of facilities including a hydro pool, art room, accessible garden and lots of areas for relaxing and fun. They also have quiet areas for reflection, bereavement support and care.

We support the charity through regular auction prizes and financial donations, as well as the hosting of special 'Sibling Days' for the brothers and sisters of children who are unwell, who may feel sad, angry or fearful about the future.



iv) Animal Welfare

Here at Gleneagles, our animals are cherished members of the team. From our Highland cows and Harris' Hawks to our ferrets, falcons and family of horses, we're committed to ensuring all our feathered, furry and four-legged family members are happy, healthy, safe and fulfilled.

We're also passionate about the welfare of our wild neighbours – the diverse range of wildlife species that call Gleneagles home – including deer, red squirrel, hedgehogs and long eared owls.

SCOTTISH SOCIETY FOR PREVENTION OF CRUELTY TO ANIMALS (SCOTTISH SPCA)

We share our passion for animal welfare with charity partner, the Scottish SPCA. We support them through a range of initiatives, including financial donations, rehoming animals and releasing rehabilitated wildlife on our estate.

OUR TURN TO CARE

In 2020, we launched an innovative charitable initiative to thank the heroes of the pandemic by donating 365 free room nights to NHS workers each year for five years – or 1825 complimentary stays. Backed by the Scottish government, the scheme, which runs till summer 2025, has given hundreds of individuals something to look forward to and the chance to be on the receiving end of outstanding care for a change.

Gleneagles has a connection to healthcare stretching back over 80 years. When the Second World War broke out, we closed our doors to guests and became a military hospital. The Royal Suite was used as a seven-bed ward for officers, The Glendevon became the skin ward and The Ballroom was used for shows to entertain the injured. With its own swimming pool and beautiful gardens for strolling, the facilities at Gleneagles Hotel Hospital must have provided the perfect opportunity for recuperation!



Convoys of patients were brought by the railway to our back door by a dedicated hospital train equipped with instruments, medicine and staff, ensuring timely treatment for the wounded. Gleneagles Hotel Hospital treated its fair share of celebrity patients too, including the movie star Stewart Grainger and Oscar-winning actor David Niven.

With healthcare forming such an important part of our heritage, supporting NHS workers during and after the Covid pandemic seemed a fitting gesture of our gratitude.

COOK FOR UKRAINE

In March 2022, as a gesture of support to the people of Ukraine, we participated in the Cook for Ukraine initiative. This saw us adding an optional charge to every guest bill across our restaurants and encouraging team members to make a donation via the staff restaurant. The funds raised were matched by Gleneagles and all proceeds were donated to the charity.



RIDING FOR THE DISABLED

For over 30 years, we've been proud hosts of the Auchterarder centre of Riding for the Disabled Association (RDA), providing complimentary use of our horses and riding facilities. Facilitated by our equestrian team and community volunteers, RDA provides life-changing experiences to individuals with physical and learning disabilities and autism, bringing the therapy of horses to as many people as possible.



GIVE BACK

VOLUNTEERING

Throughout the year, we work with all our charity partners to find volunteering opportunities for our employees, so that they can make a positive difference in the world and give something back to those who need support.

All our people are entitled to a fully paid volunteering day, or 'Make a Difference Day', per year. Whether they're handing out flyers, sorting donations, manning a stall at an event, serving refreshments, digging up weeds or collecting litter, we promote a range of volunteering activities with our charity partners throughout the year. Our employees can also use their 'Make a Difference Day' to volunteer at registered charities and community groups of their choice.

THE GLENEAGLES CHARITY FUND

The Gleneagles Charity Fund – our match funding scheme for employees – was established in 2022 to further support our people to make a positive difference in the world. Whether they're taking part in a sponsored cycle ride; running a marathon; being sponsored to have their long tresses cut; or taking part in a charity ping pong match, we will match the sum of money they raise to boost their efforts.

PILLAR V

NURTURE TALENT

We're dedicated to nurturing
the *next generation* of talent
and supporting people to
realise their potential.

THROUGH A RANGE OF INITIATIVES, SUPPORT
SCHEMES, SCHOLARSHIPS AND PARTNERSHIPS,
GLENEAGLES SUPPORTS THE INDUSTRY, CHAMPIONS
HOSPITALITY CAREERS AND TRANSFORMS LIVES
BY HELPING TO REMOVE THE BARRIERS MANY
DISADVANTAGED INDIVIDUALS FACE TO ENTERING
OR STAYING IN EMPLOYMENT.

SUPPORTING THOSE IN NEED

We provide long-term financial support to Hospitality Action, the trade charity for the UK hospitality industry. In doing so, we support Hospitality Action to alleviate poverty for people who work or have worked in UK hospitality, through the provision of a 24-hour helpline, counselling, advice and signposting to hospitality professionals and their families facing mental health challenges or dealing with illness, bereavement, loneliness, debt or addiction.

We also participated in the charity's Invisible Chips campaign, to support UK hospitality professionals experiencing unemployment or hardship as a result of the pandemic.

NURTURE TALENT

Supporting Young People

While we've been inspiring guests for a century, we've also inspired people to grow – generations of young people who've gained confidence, made connections, opened doors, come to learn from experts, honed a craft and kick-started successful careers.

YOUNG PERSON'S GUARANTEE

In 2024, we were delighted to renew our commitment to the Young Person's Guarantee, a government-led programme which aims to connect every young Scot to an opportunity to remain in education or gain the experience necessary to gain employment.

From baking masterclasses, barista training and careers events to Apprentice, Intern and Graduate Programmes, we offer an exciting range of informal activities and structured programmes to showcase the incredible breadth of career opportunities available in hospitality and inspire and upskill the next generation of talent.

EARLY CAREERS

We offer a range of early career programmes to nurture the next generation of talent and support young people and school leavers to progress and succeed. Our training and development programmes – including work experience, internships, scholarships, apprenticeships and graduate programme – cover a breadth of disciplines and are an opportunity to build skills, experience and confidence under the care of a supportive team.

Perfect for those who flourish in the structured setting of the workplace, they provide individuals with the chance to earn while they learn and an inspiring alternative to higher education.



NURTURE TALENT

SCHOOLS & COLLEGES

We work with schools and colleges across Scotland to provide training opportunities, career workshops, masterclasses, placements, work experience, hotel tours and career development opportunities for young people.

Through partnership agreements with the Community School of Auchterarder and Perth College, our team facilitate an annual mock interview day — supporting local pupils to enhance their career prospects by giving them the opportunity to practise their interview skills and receive feedback in a supportive environment.

We also support the Community School of Auchterarder across a range of events, having donated funds, resources, food, flowers, event space and prizes for its annual music concert, its annual Malawi Summit and its prize giving.

Additionally, our golf pros work with local primary and secondary schools to encourage sports participation by offering complimentary taster sessions in golf to young boys and girls.

Breaking Down Barriers

We're proud to create opportunities for young people as they prepare for and are taking their first steps into the world of work, especially those at risk of long-term unemployment. Supporting people to develop skills is important for our industry, but we also know that the cross-industry skills developed on our programmes can transform lives and set up individuals for success in whatever path they choose.

KICK START

We were proud to support the UK government's Kick Start scheme. Our involvement in the programme saw us providing 50 12-month placements to young people in receipt of Universal Credit, to help break down the barriers faced by young disadvantaged people who face long term unemployment.

CAREER READY

We work with Career Ready, a social mobility charity who want every young person, regardless of background, to prosper in life and work. Through four-week paid internships, a series of masterclasses, workplace visits and the building of a long-term relationship with a Gleneagles mentor, we are helping local school pupils to leave school feeling more confident, knowledgeable and ready to pursue a successful career.



NURTURE TALENT

SPRINGBOARD

We partner with the industry charity, Springboard, which encourages disadvantaged and unemployed people of all ages and backgrounds to fall in love with hospitality, leisure and tourism, and gain the skills, knowledge and experience needed to flourish in a lifelong career. As part of this, we work alongside the Department for Work and Pensions in sponsoring Springboard's pre-employability programmes and providing job opportunities to help the long-term unemployed back into work. We also host career events for local school pupils to provide them with a superb introduction to the diverse range of career opportunities available in hospitality.

ARMED FORCES COVENANT

As part of our commitment to nurture talent, we've signed the Armed Forces Covenant to support the welfare, employment and education of the armed forces community and their families. By signing the pledge, Gleneagles has committed to providing fair treatment, jobs and career opportunities for armed forces veterans, serving personnel, reservists and their families.

Inspiring EXCELLENCE

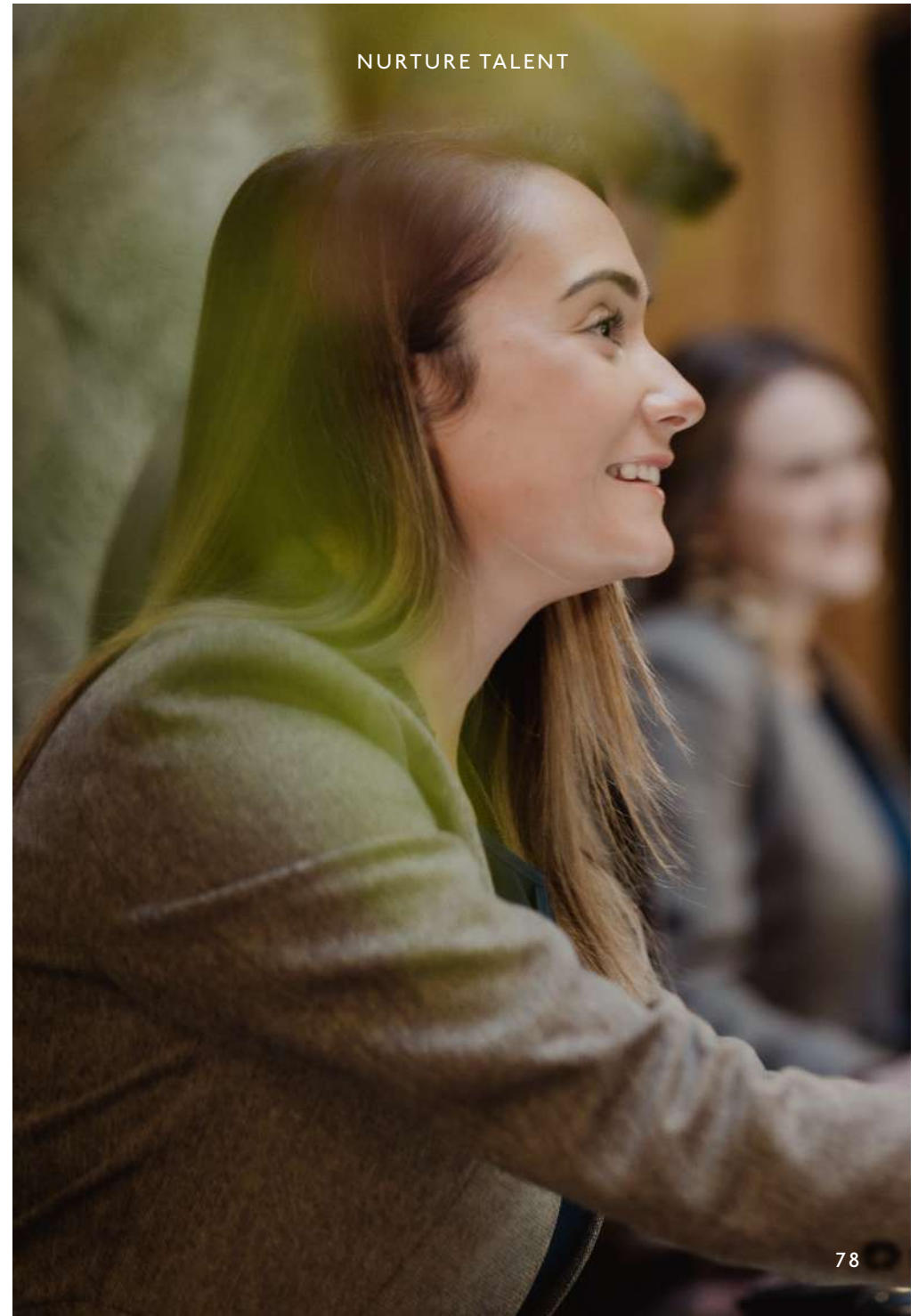


From chefs who've gone on to build Michelin-starred empires to hospitality professionals who've become industry leaders, Gleneagles has a long history of nurturing outstanding talent and has been the starting point for many notable alumni who've made a significant impact on the worlds of hospitality, culinary and sport. We facilitate a range of scholarships and programmes which support individuals showing remarkable promise to make their mark by learning from experts at the top of their game.

THE GLENEAGLES ACADEMY

The Gleneagles Academy is an in-house training and development hub which supports individuals of all ages and backgrounds to refine their talents and realise their career ambitions.

Whether they are a kitchen porter with dreams of becoming a great chef; a marketing assistant with goals to become a brand director; an apprentice greenkeeper who wants to become a golf course manager; or a housekeeper aspiring to become a general manager, the Gleneagles Academy's range of learning and development programmes build capability and confidence, supporting people to find their passion and reach their potential.



ANDREW FAIRLIE SCHOLARSHIP

Sponsored jointly by HIT Scotland, the Scottish Government and Gleneagles, the Andrew Fairlie Scholarship is awarded annually to one male and female chef in light of Andrew's unwavering commitment to diversity in the kitchen.

A career-changing opportunity for aspiring chefs in Scotland, the winners experience industry-wide recognition and once-in-a-lifetime opportunities, including a practical stage in an international kitchen, placements at the Culinary Institute of America and at Restaurant Andrew Fairlie, and the chance to cook at Bute House, the official residence of the First Minister. Through our co-sponsorship of this scholarship, we're proud to ensure the fame that Andrew established continues to burn as we celebrate the next generation of world-class chefs in Scotland.



NURTURE TALENT

THE GLENEAGLES FOUNDATION

The Gleneagles Foundation is a 12-month scholarship programme which we launched in 2015 to support the next generation of golfing talent in Scotland.

Eligible for juniors between the ages of eight and 18, the scholarship welcomes young boys and girls who show outstanding sporting promise, for coaching and one-to-one tuition, complimentary access to our golf courses, use of our practice facilities, consultations with personal trainers, equipment and attire as well as invitations to exclusive events and clinics.

HOSPITALITY INDUSTRY TRUST (HIT) SCOTLAND

We're champions of HIT Scotland, a charity that serves to support the Scottish hospitality industry through a broad range of training opportunities.

We support the organisation in a number of ways, including sponsoring scholarships, offering placements, participating in their International Advisory Board, providing counsel to ensure HIT Scotland is always delivering what the industry needs, hosting their annual conference and providing funds to allow for the sharing of knowledge and best practice within the industry.

ROYAL CONSERVATOIRE OF SCOTLAND

Our partnership with the Royal Conservatoire of Scotland (RCS) was established in 2016 to support, celebrate and showcase the next generation of world-class performing artists trained in Scotland.

This partnership, which includes initiatives at both Gleneagles and Gleneagles Townhouse, sees us supporting RCS students through a range of performance and educational opportunities. This includes covering the tuition fees of exceptional BA Modern Ballet students through the Gleneagles Dance Scholarship, and funding a series of high profile performances each year including our annual festive performance in The Ballroom.

NURTURE TALENT



We'd love *to* hear *from* you

If you have any feedback on how we can continue to ensure our impact on the world is a positive one, please get in touch with our team at guest.feedback@gleneagles.com

THE GLENEAGLES HOTEL
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