



# SUSTAINABILITY PLAN

## 2024-2030

|                            |                                                                                                                                                             |                   |                  |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|------------------|
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| <b>Related Documents :</b> | Student Handbook<br>Procedure for Safe Reporting<br>Diversity & Inclusion Policy<br>Health, Safety & Wellbeing Policy César<br>Ritz Colleges Strategic Plan | Version no:       | 5                |
| Last review Date:          | 26 March 2026                                                                                                                                               | Next Review Date: | Summer 2027      |



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## Our Commitment to Sustainability

César Ritz Colleges is dedicated to integrating sustainability into education, operations, and student life. This plan outlines our key goals and strategies across environmental, social, and economic dimensions, ensuring a responsible and forward-thinking approach to hospitality education.

This Sustainability Plan 2024–2030 is aligned with and directly supports the César Ritz Colleges Strategic Plan 2025–2030, in particular the strategic objective “Sustainability & Financial Resilience,” and translates this objective into concrete goals, initiatives, and measurable KPIs across environmental, social, and economic dimensions.

The indicators below define long-term sustainability ambitions. Annual targets and quantitative KPIs are defined, monitored, and reported through the Annual Operational Plan.

| Strategic objectives |                                                                                                                                            |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| 1                    | Integrate sustainability across curriculum, research, and campus operations.                                                               |
| 2                    | Posters and educational materials prominently displayed on campus.                                                                         |
| 3                    | Modernize facilities and campus infrastructure for a sustainable, future-ready environment.                                                |
| 4                    | Ensure financial resilience through diversified student recruitment and program offerings.                                                 |
| 5                    | Promote socially sustainable working and learning conditions by supporting staff development, wellbeing, and fair institutional practices. |

## Environmental Sustainability

By 2030, César Ritz Colleges aims to integrate environmental sustainability into how we teach, how we operate, and how we live and learn together on campus. As a small, close-knit hospitality college, we recognize that meaningful change happens through everyday choices, shared responsibility, and practical action.

### Strategies and Key Initiatives:

- Embed sustainability and relevant Sustainable Development Goals (SDGs) into courses, assessments, and student projects where appropriate.
- Provide faculty guidance and training to support the integration of sustainability into teaching.
- Engage students through sustainability-related activities, workshops, and hands-on initiatives linked to campus life.
- Reduce food waste through responsible menu planning, awareness activities, and student involvement, including a Food Waste Committee.
- Improve waste separation and recycling through clear communication and regular staff training.
- Invest in energy- and water-efficient equipment and infrastructure as part of ongoing campus improvements.
- Promote energy-saving and recycling campaigns across campus.
- Introduce and maintain charging points for e-bikes, e-scooters, and electric vehicles where feasible.

### Social Sustainability

At César Ritz Colleges, social sustainability focuses on fair working conditions, staff and student wellbeing, health and safety, and responsible institutional practices. As a small and caring hospitality college, we place strong value on dialogue, transparency, and long-term responsibility towards our community.

Our approach aims to support people at all levels of the institution — students, faculty, and staff — while ensuring safe, respectful, and sustainable working and learning environments.

César Ritz Colleges ensures safe and healthy working and learning conditions through clearly defined health and safety procedures, wellbeing support mechanisms, and fitness-to-study processes. These

measures apply to students, faculty, and staff and are regularly reviewed through institutional governance and quality assurance processes.

#### Strategies and Initiatives for Social Sustainability:

- Maintain and regularly review health and safety policies and procedures to ensure a safe working and learning environment
- Support staff development through training, onboarding, and professional growth opportunities, with attention to early-career and junior staff needs
- Ensure transparency and fairness in employment conditions, remuneration practices, and social security provisions
- Encourage open communication and social dialogue between management, staff, faculty, and students
- Collaborate with social partners and external service providers in a responsible and transparent manner.

#### Economic Sustainability

César Ritz Colleges has successfully existed for over 40 years, proving its economic sustainability. Economic sustainability means managing financial resources responsibly to ensure the College's long-term stability, quality of education, and capacity to invest in people and infrastructure. As a small institution, financial resilience allows us to remain agile, student-focused, and committed to our educational mission.

#### Strategies and Initiatives for Economic Sustainability:

1. Ensure long-term financial resilience through sales training, brand identity, and prudent resource management.
2. Advertise scholarship opportunities in strategic locations
3. Create a referral scheme and communicate it to current students and alumni.
4. Strategically select energy-efficient and sustainability focused infrastructure improvements.



## Monitoring and Reporting

All KPI's are monitored quarterly and discussed during the Executive Committee Meeting. The monitoring, evaluation, and reporting of sustainability KPIs are conducted in line with the CRC Quality Assurance Framework (QAF) and form part of the institution's regular planning, review, and continuous improvement cycles. A summary of sustainability objectives, initiatives, and progress is included in the institution's Annual Report as part of its regular institutional reporting cycle.

## Green Globe

The Sustainability Plan 2024–2030 is aligned with internationally recognized sustainability standards in the hospitality and tourism sector. In particular, the initiatives and monitoring mechanisms outlined in this plan support the sustainability management framework defined by the Green Globe certification program, which provides structured criteria for responsible environmental, social, and economic practices.

## Green Globe Committee

The Green Globe Committee is composed of four members of César Ritz Colleges staff, representing both academic and operational departments.

## Monitoring of Environmental Resource Consumption

To support its commitment to sustainability, César Ritz Colleges monitors key environmental measurements that allow the institution to track resource consumption and evaluate progress over time. These measurements include electricity consumption, water usage, general waste, and food waste. By analyzing both total consumption and consumption per student, the College can better understand how campus operations impact resource use and identify areas where improvements can be made.

The data presented in the table below shows that overall consumption has decreased in several areas, indicating positive progress toward more sustainable campus operations. In some cases, consumption per student may appear higher, particularly for electricity and food waste, due to fluctuations in student numbers. Certain operational and maintenance requirements also create a baseline level of resource use that cannot be significantly reduced. These measurements therefore provide an important tool for monitoring trends and supporting continuous improvement in sustainability practices.

| Resource    | Unit           | Consumption<br>year 2023 | Unit/student<br>2023 | Consumption<br>year 2024 | Unit/student<br>2024 | Variance |
|-------------|----------------|--------------------------|----------------------|--------------------------|----------------------|----------|
| Electricity | kWh            | 612260                   | 308                  | 585903                   | 337                  | 9%       |
| Water       | m <sup>3</sup> | 18552                    | 9,34                 | 16685                    | 8,4                  | -11%     |
| Waste       | Kg             | 26200                    | 13,19                | 21900                    | 12,58                | -4,6%    |
| Food Waste  | Lts            | 2750                     | 1,39                 | 2650                     | 1,52                 | 9%       |

## Green Globe Indicators

César Ritz Colleges commitment is to apply rigor into our management practices by following the criteria suggested by Green Globe in the following matters:

### A. Sustainable Management

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

- develop all staff with continuous training
- measure customer satisfaction
- deliver our promise: providing the best education in hospitality and culinary fields
- ensure legal compliance regarding operating the business

### B. Social and Economic Indicators

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

- Working with local businesses and associations
- Practice local hiring practices
- Ordering fair trade products whenever possible
- Providing employee protection

### C. 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
- Incorporating a strong sense of local culture in the curriculum development with neighboring producers

#### **D. Environmental Factors**

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

- Establishing a purchasing policy including consumable goods
- Reducing energy, water, greenhouse and gas emissions
- Continuous implementation of comprehensive waste management
- Engaging in protection of the natural ground surrounding the campus

## **Conclusion**

Sustainability is at the core of César Ritz Colleges mission. Through education, responsible operations, and community engagement, we are shaping future hospitality leaders who will drive meaningful change. This plan is a roadmap to a greener, more socially responsible, and economically sustainable future.