



**Rosyth Estate House**

**Sustainability Review November 2025**

***“A year of measurement, progress in environmental stewardship and community engagement”***

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## Rosyth Estate House – Sustainability Commitment Statement

At Rosyth Estate House, we are committed to operating as responsible custodians of our environment and as positive contributors to our local community. Our sustainability approach is rooted in respect for the natural landscape, the heritage of our estate, and the people who are part of our extended Rosyth family. We recognise that sustainability is a continuous journey, and we are dedicated to taking meaningful, measurable action year on year.

We are committed to **reducing our greenhouse gas emissions** and have begun transitioning to renewable energy sources, including solar power for our tea factory and future expansion across guest accommodation and operational areas. We use the results of our **emissions monitoring** to guide decision-making, targeting specific areas for improvement such as reduced dependence on fossil fuels and the continued **elimination of single-use plastics**.

We actively work to **lower our energy consumption** by improving efficiency, adopting energy-saving technologies, and training our team in responsible energy management. Monitoring systems help us track progress and identify further opportunities to reduce consumption.

We are dedicated to **reducing water usage per guest** through efficient fixtures, regular monitoring, guest engagement, and investments in long-term water-saving measures such as rainwater harvesting and improved greywater practices.

To minimise our environmental impact, we maintain a strong focus on **general waste reduction**. This includes reducing waste at source, improving recycling and composting processes, and working closely with suppliers to minimise packaging. Our emissions reporting has further highlighted opportunities to reduce unnecessary waste throughout the estate.

Rosyth Estate House is committed to **reducing food miles** by sourcing and featuring locally produced food whenever possible. We prioritise fresh ingredients from our estate gardens, neighbouring farms, village producers, and small-scale suppliers, strengthening the local economy while reducing transportation-related emissions.

We also remain deeply engaged in the wellbeing of our community. We will continue to **increase communication with the local community** and participate in meaningful discussions about shared environmental and social goals. We are committed to uplifting the next generation by continuing our support for the local school, including our **breakfast programme**, which provides direct nourishment and support to schoolchildren.

Our commitment extends to the Rosyth team. We strive to ensure that our staff benefit from **inflation related salary increases**, and with a recovery in business, improved service charge payments combined with opportunities for professional growth. As part of our focus on inclusivity and empowerment, we are committed to **employing more women from the local area**, providing training and long-term career pathways.

Above all, Rosyth Estate House is committed to **continuous improvement**. Each year we evaluate our performance, set new goals, and expand our efforts to reduce our environmental footprint, preserve biodiversity, support our community, and foster an ethical, equitable workplace. Through

transparency, accountability, and collaboration, we aim to uphold the highest standards of responsible tourism.

## 2025 Annual Sustainability Assessment

In line with Travelife requirements and our own commitment to transparency, Rosyth Estate House has now completed **two full years of sustainability monitoring**, covering 2024 and 2025. Our assessment tracks key environmental indicators including **energy consumption, water consumption, solid waste, environmentally harmful substances, high-emission food products** (both solid and liquid), and **single-use plastic items**.

Our latest review shows encouraging progress:

- **Energy Consumption:** Total energy use per guest night has decreased year on year. Improvements in efficiency, equipment maintenance, and staff engagement have contributed to this positive trend.
- **Water Consumption:** Water consumption per guest night has also declined across the two-year period, reflecting our investment in monitoring systems, efficient fixtures, and guest education.
- **Solid Waste:** We have maintained steady reductions in general solid waste, supported by improved sorting, composting, and better procurement practices.
- **Environmentally Harmful Substances:** Usage has been minimised through careful purchasing, substitution with safer alternatives, and staff training.
- **High-Emission Foods:** Monitoring has helped us better understand the environmental impact of imported and carbon-intensive foods. This supports our ongoing transition to locally sourced ingredients and lower-impact menu choices.
- **Single-Use Plastics:** Despite long-standing guest-facing initiatives—such as refillable amenities, glass water bottles, and reduced packaging—**single-use plastics remain a challenge**, particularly across supply chains and back-of-house operations. We recognise this as an area where additional focus is required.
- **Team Diversity & inclusion:** has improved with two new female recruits within housekeeping. Two new female cooks for the staff canteen & the continued growth of the Tea Factory team – all women from the local community.
- **Team Accommodation:** acknowledging the need to have more & better quality facilities for our staff, we built 8 new twin bedded rooms, moving away from dormitories accommodation & opened a new staff dining facility.

Across all categories, the results highlight both the progress made and the areas where we must continue to improve. The assessment makes it clear that **the single most impactful step we can take is to invest in on-site solar power generation**. This transition would significantly reduce greenhouse gas emissions, stabilise long-term energy costs, and enhance the resilience of our operations.

We are committed to **fully evaluating solar power options in the year ahead**, including phased implementation starting with our tea factory and expanding to all guest and operational areas. This will be a central focus of our 2026/7 sustainability strategy.

It is worth noting that as tourism strengthens in Sri Lanka and we see sustained growth in tourist numbers, the occupancy in the hotel is improving and this is helping in some of our key metrics. With improved occupancy it gives us the opportunity to invest in sustainability and community initiatives.

# Rosyth Estate House – 2026 Sustainability Goals

## 1. ENERGY & EMISSIONS

### 1.1 Solar Energy Implementation

- **Goal:** Complete a full feasibility study and cost analysis for solar power generation by **30 June 2026**.
- **Goal:** Install a **minimum of 15 kW** of solar capacity on the tea factory roof by **31 December 2026**, reducing grid electricity use for the factory by at least **40%**.

### 1.2 Reduce Overall Energy Consumption

- **Goal:** Reduce electricity consumption per guest night by **5%** compared to 2025 levels.
- **Goal:** Reduce LPG usage in the kitchen by **3%**, supported by efficiency training and equipment upgrades.

## 2. WATER CONSERVATION

### 2.1 Reduce Water Consumption Per Guest Night

- **Goal:** Achieve a **5% reduction** in water consumption per guest night compared to 2025.
- **Goal:** Install **at least two** additional water-saving fixtures (aerators, low-flow showers, or dual-flush systems) by **September 2026**.

### 2.2 Rainwater Capture & Reuse

- **Goal:** Pilot a **rainwater harvesting system** for garden irrigation from the main house or staff facilities by **December 2026**.

## 3. WASTE & SINGLE-USE PLASTICS

### 3.1 Reduce Single-Use Plastics

- **Goal:** Achieve a **10% reduction** in single-use plastic items purchased (count-based) by **31 December 2026**.
- **Goal:** Source from suppliers who are committed to the use of plastics and will work with us to consolidate orders and deliveries.

### 3.2 Improve Organic Waste Management

- **Goal:** Increase composting of kitchen and garden waste by **20%**, measured by weight or volume where possible.
- **Goal:** Expand the organic garden to use at least **30%** of compost produced onsite. Include the expansion of fruit growing to reduce fruit purchases.

## 4. FOOD & PROCUREMENT

### 4.1 Reduce High-Emission Foods

- **Goal:** Replace **15%** of high-emission food items (e.g., beef, dairy-heavy dishes) with local, lower-impact alternatives on the menu by **October 2026**.
- **Goal:** Increase locally sourced food—including from estate gardens, nearby farms, and village suppliers—to **70%** of all ingredients by value or volume.

## 5. COMMUNITY IMPACT

### 5.1 Strengthen Local School Engagement

- **Goal:** Maintain the breakfast programme with a target of **100% attendance** for children registered in the initiative.
- **Goal:** Provide **three additional educational workshops** in 2026 focused on environment, English, or wellbeing.
- **Child protection:** through the support of the school and children in the community help to ensure the wellbeing and development of local children

### 5.2 Improved Local Communication

- **Goal:** Hold **at least one community meetings** or open-house sessions with village leaders, teachers, or parents to share updates and gather feedback & see how we can help over the next 5 years.
- **Goal:** Publish a simple **annual community newsletter** (digital or printed) highlighting progress and opportunities.

## 6. STAFF WELLBEING & LOCAL EMPLOYMENT

### 6.1 Women's Employment

- **Goal:** Increase the number of local women employed at Rosyth Estate House by **20%** by the end of 2026.
- **Goal:** Provide at least **one new training programmes** specifically designed to support the career development of female staff.

### 6.2 Fair Pay & Service Charge Transparency

- **Goal:** Maintain inflation-plus annual pay increases for all staff.
- **Goal:** Continue to pay **10% of revenue** as a service charge distribution and formally communicate the performance of the business to all staff.

## 7. ENVIRONMENT & BIODIVERSITY

### 7.1 Regenerative Estate Practices

- **Goal:** Expand natural grazing with goats to cover **an additional 2–3 acres** of rubber fields, replacing mechanical strimming.
- **Goal:** Conduct **two biodiversity walks** or surveys with naturalists and local schoolchildren to monitor fauna recover

## **Stakeholders & Communication Strategy – Rosyth Estate House**

Rosyth Estate House recognises that effective sustainability depends on strong relationships with all groups who influence or are impacted by our operations. We maintain an open, transparent, and proactive communication approach with our stakeholders to ensure that our environmental, social, and economic commitments are understood and supported.

Our communication strategy ensures that all stakeholders remain informed, engaged, and aligned with Rosyth Estate House's sustainability objectives. Through regular dialogue, accountability, and transparency, we strengthen our relationships and work collectively towards a more responsible and resilient future.

Rosyth Estate House maintains a structured and purposeful communication approach,

### **Internal Stakeholders (Staff & Management) - methods:**

- Regular briefings and WhatsApp group
  - Quarterly full-team sustainability updates
  - Annual staff development workshops
  - Staff suggestion box and anonymous feedback channel
- Purpose:** Reinforce sustainability commitments, share performance results, gather ideas, ensure staff ownership.

### **Guests - methods:**

- Sustainability information in guest rooms and welcome packs
  - Guided estate walks explaining environmental work
  - Social media updates and website sustainability pages
  - Feedback forms during and after the stay
- Purpose:** Increase guest participation in energy and water saving, waste reduction, and respect for wildlife.

### **Local Community - methods:**

- Regular conversations with village leaders and families
  - Invitations to school and community activities at the estate
  - Community impact updates via an annual newsletter
- Purpose:** Strengthen trust, share progress, identify concerns, collaborate on local issues and opportunities.

### **Local School & Children - methods:**

- Regular coordination meetings with the principal and teachers
  - Monitoring of the breakfast programme – numbers and effectiveness of the program.
  - Environmental workshops delivered by Rosyth naturalists
  - Visit to the hotel for the 5<sup>th</sup>/6<sup>th</sup> grade class to be exposed to the hospitality business
- Purpose:** Support children's wellbeing, strengthen school partnership, develop environmental awareness.

### **Suppliers & Service Providers - methods:**

- Biannual supplier review meetings
  - Communication of packaging and single-use plastic reduction expectations
  - Encouragement of local sourcing partnerships
- Purpose:** Reduce food miles, encourage responsible procurement, minimise waste, build long-term local supply chains.

### **Travel Agents, DMCs & Tour Operators -methods:**

- Sustainability updates in newsletters and trade communications
  - Engagement during trade events and agent visits
  - Sharing Travelife progress and achievement updates
- Purpose:** Strengthen partnerships, align expectations, promote Rosyth's responsible tourism credentials.

### **Government & Regulatory Bodies - methods:**

- Compliance reporting
  - Participation in local tourism and environmental briefings
  - Maintaining up-to-date certifications and legal documents
- Purpose:** Ensure transparency, maintain compliance, and contribute to regional sustainability goals.

## **Summary**

As we close this report, we reaffirm our commitment to delivering long-term, responsible growth while staying true to our values and the expectations of those we serve. Throughout 2025, we strengthened our foundations, enhanced operational resilience, and advanced key initiatives that brought measurable progress in service quality, sustainability, and stakeholder engagement. This year's achievements reflect the dedication of our teams, the trust of our partners, and the feedback of our wider community.

Looking ahead to 2026, our goals are ambitious yet grounded. We will focus on deepening impact across our strategic priorities—elevating guest and client experience, driving sustainable innovation, and enhancing organisational capability. We remain committed to expanding partnerships, improving efficiency through thoughtful investment, and setting new benchmarks in environmental and social stewardship. These priorities will guide our decisions and ensure we continue creating meaningful value.

Our stakeholders—team members, guests, partners, local communities, and shareholders—remain at the heart of our vision. Their insights, expectations, and support shape our direction, and we will continue fostering transparency, collaboration, and accountability in every interaction. Together, we move into 2026 with shared purpose, strengthened by the progress of the past year and energised by the opportunities ahead.