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SEARCYS
LONDON

The Role of Culture

in driving Sustainability Impact

A WHITEPAPER
For the Hospitality Industry

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@SEARCYSLONDON

The food system contributes up to **37%** of global greenhouse gas emissions¹, and the hospitality industry plays a significant role in this.

UKHospitality has developed a Road Map to Net Zero² in which they outline two pivotal dates;

2030

Removing all avoidable emissions from direct emissions (scopes 1 and 2).

2040

Removing all avoidable emissions across our supply chains (scope 3) and credibly offsetting the remaining emissions to achieve net zero.

¹[Understanding Scope 3 in Hospitality](#)

²[Roadmap to net zero - UKHospitality](#)



Consequently, it is imperative that hospitality industry leaders lead the charge for positive sustainable change. Some businesses are founded on this ethos, establishing themselves as B-Corp or similar from day one. Others, that have likely been established longer, find themselves retro fitting sustainability into large, established businesses; therefore, the approach for how to drive sustainable change can vary dramatically.

As an industry, we also face a unique set of challenges when considering how best to drive change.

- ◆ **Challenge One**
Driving engagement with a naturally transient workforce with flexible hours
- ◆ **Challenge Two**
The cost and practicality of investing in specialist resource
- ◆ **Challenge Three**
The scale of change required!
- ◆ **Challenge Four**
In a low-margin industry, companies may struggle to prioritise sustainability amid other urgent challenges
- ◆ **Challenge Five**
Lack of government support & high costs of change



CHALLENGE ONE

With high attrition rates and a high proportion of temporary or zero-hour employees, getting engagement in the sustainability agenda and then sustaining that engagement, can be challenging.

Hospitality is the third largest employer in the UK, with **3.5m** people employed³. We are also an industry with a high proportion of zero-hour and part-time employees. In 2024, it is said that **32.2%** of the accommodation and food workforce were on zero-hour contracts in the UK⁴. We also experience the highest employee turnover rate of all industries in the UK (**37.6%**)⁵ with many still seeing hospitality as a stop gap or temporary employment option. With high attrition rates and a largely casual workforce, getting engagement in the sustainability agenda and then sustaining that engagement, can be challenging.

³[Facts and stats - UKHospitality](#)

⁴[UK zero-hours contracts by industry 2024| Statista](#)

⁵[Average Employee Turnover Rate By Industry – Capacity Insights](#)



CHALLENGE TWO

Effectively investing in the level of specialist resource required to meet the need.

The diversity of hospitality businesses is eye-watering, from small independent, owner operated cafés, to global FTSE 100 multinationals spanning a broad spectrum of sectors and specialisms. Many companies struggle with access to the specialist resource that is required to effectively manage change. Whilst the larger organisations are better placed to make investment in the resource required, they also have a larger challenge to address and more locations to support.



CHALLENGE THREE

The scale of change required!

The hospitality industry is a naturally resource heavy business, by the very nature of our services. Scope 3 emissions are by far the largest; contributing over 90% to our overall footprint⁶. So, the scale of the challenge we face is huge, and the level of engagement and action needs to be proportionate if we are to achieve our goals. Whilst some leaders won't understand the scale of the challenge we are facing, others will but are left querying where to start, when facing such a large problem.

⁶ [Zero Carbon Forum launches sustainable product directory - News](#)



CHALLENGE FOUR

In an industry that is already typically low margin, many companies could be wondering how to prioritise sustainability in the face of so many other immediate and pressing challenges.

The UK Hospitality industry is facing more challenges than ever before. Whilst we collectively showed huge resilience against challenges like Brexit and Covid, the body slams seem to keep coming, from ever more legislation to increased food costs. This year, we have also faced the unprecedented challenge of not only increases to base pay rates, but more particularly changes to National Insurance thresholds.



CHALLENGE FIVE

Lack of government support & high costs of change

Many organisations are looking to solutions like all electric kitchens, but there is a lack of investment centrally to enable the changes required, leaving individual venues and operators with unmanageable costs.

Stephanie Maurel, CEO at Church House states that their last significant investment required to support their sustainability action plan is a district heat network which would cost £3.5m in investment and result in 5 times the average operating cost on annual basis. Peter Martin at Peach 20/20 further references this;

‘Where is the government investment in the national grid? And it’s more than just kitchens, it’s the same challenge for electric car chargers.’

The requirement for collective investment can slow progress, as can a lack of centralised support from Government in initiatives such as these.



In the face of all this, how do we create a culture in our businesses that will drive the scale of change that we need?

Rising to the challenge!

We have outlined **seven** steps we believe will help drive change:

- ◆ **Step One**
Understand the Business Case for Sustainability
- ◆ **Step Two**
Ensure sustainability is ingrained in your brand values
- ◆ **Step Three**
Understand your base position and priority areas
- ◆ **Step Four**
It's everyone's job – and communication is key!
- ◆ **Step Five**
Knowledge is power
- ◆ **Step Six**
Understand the power of collaboration
- ◆ **Step Seven**
Make it fun & tell your story



Step One

Understand the Business Case for Sustainability

Yes, creating positive change matters to the environment and the longevity of planet Earth. Surprise! That should be enough of a reason to act, but that's not always the case. There is also a need to understand why it matters as a business case.



BUSINESS CASE NO 1:

Reporting & Legislation

The amount of legislation and regulation relevant to the Environment is increasing. TCFD is the global framework for companies to report climate-related financial disclosures, and is mandatory for certain large companies and LLPs in the UK, with disclosure required across four key areas:

- ◇ Governance
- ◇ Strategy
- ◇ Risk Management
- ◇ Metrics and Targets

Whilst this isn't impacting all hospitality businesses, it is having a knock on effect with supply chains as organisations seek more information from supply partners.

Meanwhile, the Simpler Recycling regulation that came into effect from the end of March 2025 impacted many more hospitality businesses, with the legal requirement for non-household premises to separate food waste and dry mixed recyclables from general waste for all organisations with more than 10 employees.

The UK has a legal obligation to achieve net-zero greenhouse gas emissions by 2050, established through the Climate Change Act 2008. This commitment was strengthened in 2019, requiring a 100% reduction in emissions compared to 1990 levels, making it a legally binding target.

“
In the last few years, there has been quite a lot of government regulation in this space i.e. extended producer responsibility, deposit return scheme, similar recycling, ban on single-use plastic items. Hospitality is such a broad industry, there are so many pieces of regulation coming from different angles – the cumulative impact of different regulation is significant and sustainability is an area that has been quite heavily regulated.”

Jack Quick, Policy Manager, UKHospitality

With regulation and legislation only likely to increase, it is imperative we understand the impact of our business activities and can demonstrate steps to reduce that.

BUSINESS CASE NO 2:

Business Resilience

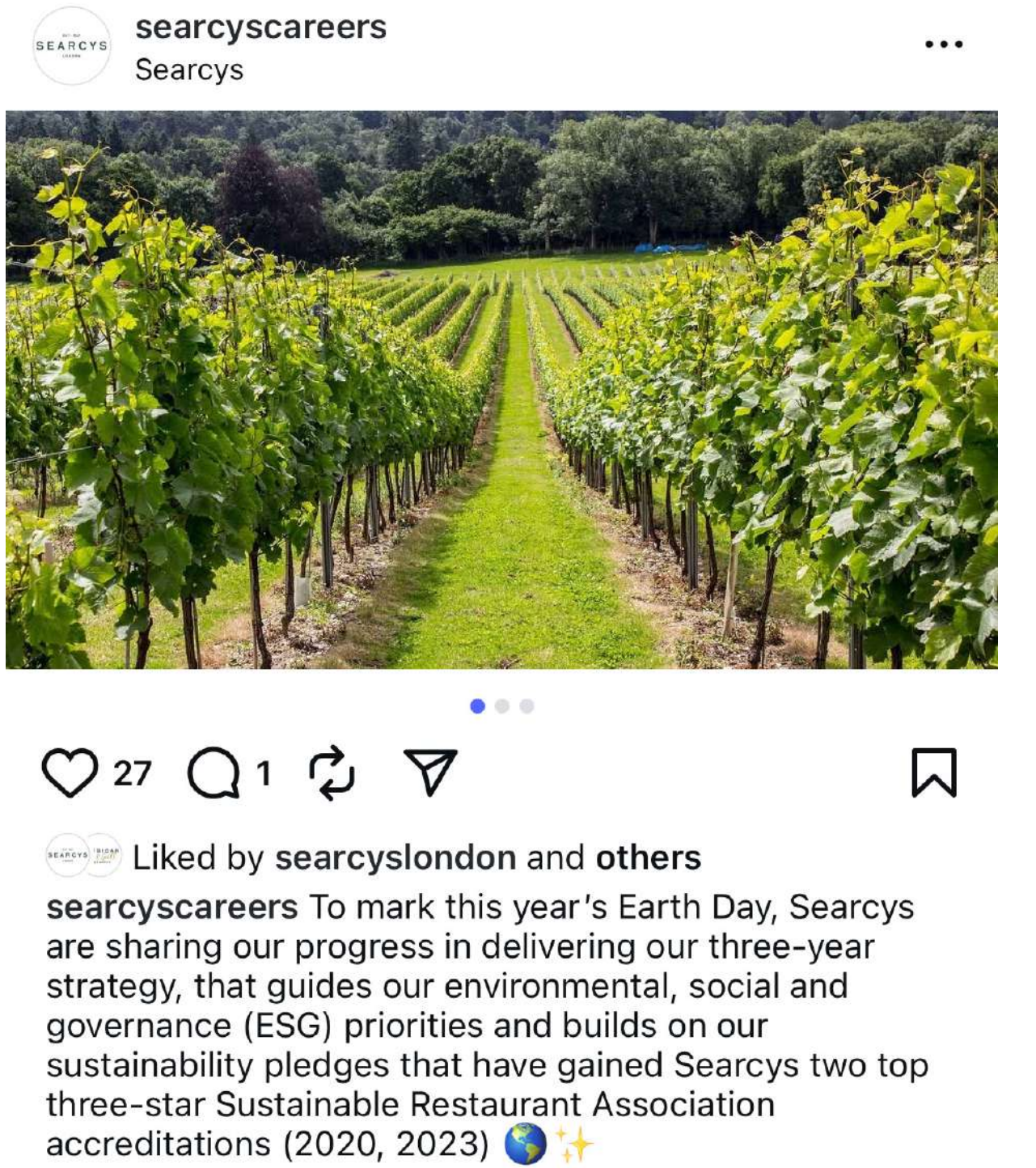
Climate change issues that will directly impact our longevity as an industry include;

- ◆ **An increasing scarcity of water** and increased risk of water shortages, having a knock-on effect on the cost of water⁷.
- ◆ **Climate change is directly impacting yields of key crops and increasing prices.**
The Food Foundation cited that in 2024; *‘Climate change has significantly increased the cost of food commodities, with wheat prices up by 17%, palm oil by 23%, sugar by 9%, and pork by 21%. The impact of these high commodity prices is likely to persist, resulting in continued food price increases for consumers in the coming years. Globally, annual food inflation rates could rise by up to 3.2% per year over the next decade due to higher temperatures being an ever-increasing risk in the UK’.*⁸
- ◆ **Attracting investment** is increasingly reliant on an ability to demonstrate a proactive approach. EY states; *‘Investors increasingly believe companies that perform well on ESG are less risky, better positioned for the long term and better prepared for uncertainty.’*⁹

- ◆ **Attracting & Retaining Talent**
According to UK Hospitality, workers aged 16 to 24 years make up around half of employees in some hospitality roles, including waiters and waitresses (50%), bar staff (48%), and coffee shop workers (48%). With Gen Z and Millennials frequently cited as being the generation most engaged in sustainability, so it follows that arguably half our workforce wants to see positive change and will actively seek to work for companies with a positive ESG agenda. According to the Age Diversity Forum;

*‘For Gen Z, ESG is not ‘trendy’, it is a non-negotiable expectation and an absolute priority.’*¹¹

The Planet Peach Sustainability Summit hosted earlier this year reinforced this, through a survey by Nutritics (CGA by NIQ Employee Survey August 2024) which found that 91% of the hospitality workforce say a sustainable lifestyle is important to them, 43% would consider resigning over poor sustainability and 19% say that they have already done so. Conscious of this, in Searcys we ensure Sustainability and Inclusion are core pillars of our communication with potential and existing employees, through channels such as SearcysCareers on Instagram and through internal team communications like our iBelong team newsletter.



◆ Meeting the needs of our Guests

Of course, if it is important to our employees, it is also important to our guests. The same survey highlighted that in regard the younger generations, 64% are likely to choose a venue with sustainability in mind—nearly triple the figure of 22% among those aged 55+.

◆ Cost savings

Many cite sustainability as being an additional business cost – and it's true, investment may well be needed. But it can also deliver great savings, from energy and water efficiency to a reduction in waste. Juliane Caillouette Noble, of the The Sustainable Restaurant Association (The SRA) says;

'There is a clear way to talk about ROI when talking about energy efficiency or reducing carbon footprint through food waste reduction. Other aspects become harder to quantify, for example, provenance, so the issue of cost constantly comes up'.

Nonetheless, some see the benefit of short-term investment for longer term gain. For example, at 116 Pall Mall, the London HQ of the Institute of Directors, a strategic decision was made in September 2024 to invest in renewable energy. Whilst this initial investment cost well over six figures, the IoD has taken a leadership position weighing the initial financial costs against longer term savings, as well as the environmental and reputational benefit of taking proactive action.



⁷[Upcoming sustainability reporting standards: what UK hospitality businesses need to know - UKHospitality](#)

⁸[Food Prices Tracker: August 2024 | Food Foundation](#)

⁹[Why ESG performance is growing in importance for investors | EY - UK](#)

¹⁰[Gen Z and Millennials' Sustainability: What You Should Consider To Be More Ethical and Sustainable as a Food Business | Virtual College](#)

¹¹[ESG Matters: Why Gen Z Demands Actions, Not Promises – The Age Diversity Forum](#)

Step Two

Ensure sustainability is ingrained in your brand values

Making sure sustainability is a part of your business values is important to ensuring longevity of progress. Juliane Caillouette Noble has said;

'To companies who are at the start of their journey, my advice is different now to what I would have said 12 months ago. Then, I would have said measure and monitor because you need to know where you are starting. Now, I would say the starting place is taking time to understand what is important to your business and create relevant brand pillars so what you work towards is authentically you. Understand what you can do that will save money and then use that to reinvest in projects that may otherwise add cost. Those that are doing well are those that have a deeply held brand commitments – if a roadmap is not aligned to the vision of the brand, it gets pushed to the side. It becomes clear who has a values led approach to doing what they are doing. These are also the companies most resilient to the external pressures we are facing – they are the businesses that continue to make progress despite these pressures, because it is an inherent part of who they are as a business.'



Jack Quick, Policy Manager at UKHospitality further endorses this;

‘Generally the businesses that have been successful in this space have a burning passion for sustainability that is running through the business. If you don’t have a passion yourself, you won’t get buy in from employees.’

Church House Westminster is a brilliant example of this.

“ As a senior team we recognise that there is both a Christian and moral case for sustainability. Looking after the planet is the 5th mark of the mission, and this was key for us in embedding sustainability. It’s about leaving a positive legacy. It’s also part of our expectations of partners; in the catering tender it was the first question we asked – it was the gateway to be involved in the process, and many fell away at that point. Now we do it for every tender – it’s a prerequisite, as much as requirements like insurance are – that’s been a big change. ”

Stephanie Maurel, CEO, Church House Westminster



In Searcys we have approached this through the introduction of our Sustainability Pledges, which were first released in 2019 and have been updated and reviewed annually, to drive continuous progress. They have become an effective way to demonstrate our commitments, and ensure our venue teams at all levels, understand the minimum expectations we strive to achieve as a business. Included in menu packs and event proposals, as well as on our websites, they clearly communicate our areas of focus across both social and environmental sustainability pillars.

[Click to view our 2025 Sustainability Pledges](#)



second **nature**

We are further support by our Group's ESG Strategy, 'Second Nature'. This outlines 4 key areas of focus defined after extensive engagement with many stakeholders;

inclusion
by design

nurturing &
growing talent

progressive
partnerships

Responsible and ethical supply chain

step **up**

Climate Action



Step Three

Understand your base position and priority areas

To ensure a culture of continuous progress, we need to sustain engagement over time – to this end, results matter! Having established Step 2, you will have a feel for what targets and changes matter most to your organisation; and it isn't about changing the world overnight.

Understanding your base can be a lengthy and costly process, requiring external support from consultants. At Searcys, as part of WSH, we were fortunate to benefit from collaborating with Simply Sustainable who assisted us in undertaking a materiality assessment, interviewing stakeholders to prioritise our actions and setting realistic targets and actions.

SIMPLY

SUSTAINABLE®

“ Simply Sustainable has been fundamental in supporting WSH in developing both a holistic, ambitious ESG strategy and timely reporting of progress made to date. The team at Simply Sustainable bring that objective yet supportive perspective that allows us to reflect upon our progress in a structured and honest way. ”

Annelie Selander Chief Sustainability Officer, WSH

Ellie Ashton Melia, Community Director, isla (a not for profit event sustainability network) says;

‘Businesses approach sustainability differently depending on scale. You might employ a Sustainability Officer, whose 40-hour week is focused on delivering a comprehensive, long-term strategy aligned with business goals. Smaller businesses don't always have this luxury, and sustainability often becomes part of another role. In these cases, it's about prioritising achievable actions within existing capacity. Whatever the size, progress is possible. Sustainability is about progress, not perfection.’

Juliane Caillouette Noble also endorses this;

‘It is important to consider sustainability as a lens that you look at your every day business through; the companies that do this are making greater strides than those that consider it as another thing on the ‘to do’ list –if it is looked at this way sustainability action will always get pushed down the list and action will stall.’

For smaller organisations, setting a simple goal and moving forwards drives the progress Ellie and Juliane speak off. By way of example, Martyn Westcott Wreford, Operations Manager of Savoy Place, states;

'We have replaced our conference pens. They used to cost 21p but were not particularly sustainable except they would be re-used. Now we have pens that are fully biodegradable. They now cost 90p but it is of more benefit to the environment. There is opportunity everywhere. We replaced the poseur tables last year so we don't have to cloth them. We actively discourage clients from putting plastic rings on the poseur tables to brand them. We are working on putting all menus on digital screens, once you start, you tend to look at everything. Last year our energy consumption reduced by 10% despite having a record breaking revenue year – much of this is through a culture now established where everyone will look carefully at the programme of events, and ensure lights are only switched on when a room is actually in use, not for the whole period it is hired as the two aren't necessarily the same.'

Peter Martin of Peach 20/20 endorses this approach;

'Accept you must start somewhere, and that you don't have to do everything. Find a pace of change that works for your business. You can't be 'green' if you are in the 'red', you've got to be a financially sustainable business before you can be an environmentally sustainable one. So be realistic about your pace and your priorities.'



Ellie Ashton Melia of isla offers similar advice;

‘There used to be a lot of buzz phrases like ‘eco-friendly’ that didn’t mean anything. It is now much more tangible, and people are setting SMART objectives and developing their plan against those objectives. Start with a robust sustainability policy, then build a team who are interested in taking part of the project around it. Understand your own business and needs, as well as the time and resource you have available. Keep your focus on Action for Impact.’

Setting your base and priority areas then gives you areas to report upon and measure. In Searcys we are doing this through multiple routes, whether that is scope 1,2 and 3 emissions reporting, or in venue sustainability reviews. Demonstrating progress is important to maintaining momentum and engagement; but transparency is critical! You won’t always hit your targets in the timelines you initially set, and the ground may shift under your feet requiring you to rebase or reconsider targets.

“ Whatever you can do, just do it; change to a chemical free cleaning company, ban plastic bags or plastic water bottles – whatever is the level – do something. There are things you can do for free, that are culture driven. ”

Stephanie Maurel, CEO, Church House Westminster



Step Four

It's everyone's job – and communication is key!

To make effective and lasting changes, it can't be dictated by HQ. Yes, there needs to be control and leadership, but to be truly successful, sustainability needs to be considered part of everyone's job.

Jack Quick at UK Hospitality says in his experience it is a mistake to adopt too much of a top down approach.

'A lot of the ideas need to come bottom up – or it won't cut through as much. Get employees thinking for themselves and sharing their ideas.'

Peter Martin suggests internal communication is key and team members must believe that the board are committed. He also believes that there will always be stronger advocates – *'Use these to your advantage and channel their passion.'*



In Searcys, we did this through asking for volunteers to take on the role of Sustainability Champions; individuals at any level in the organisation who feel passionately about the subject, want to build their knowledge, and who want to have a positive impact. Now, we have over 30 sustainability champions, attending quarterly meetings to continuously support their knowledge, share best practice and explore future areas of opportunity. As Development Director, responsible for our ESG results, I recognised quickly that if we wanted the targets we had set to become a reality, we needed engagement throughout the business with everyone focused on making positive changes daily.

Our Sustainability Champions network has been critical in driving change by walking the talk, every day. We cement that through an annual **‘Second Nature Summit’** where we show progress against our targets as well as sharing upcoming initiatives and projects. It is an opportunity for our teams to learn and engage with experts and see how their individual results come together to create forward momentum for the whole business.

Stephanie Maurel, CEO at Church House Westminster, keeps momentum through continuous communication;

‘I send out weekly email updates and each one will touch on sustainability. For us it is about the non-stop drip of comms. There is an internal joke at Church House that if you spend the day with me, you are only ever one conversation away from cork floors and waterless urinals!’



Ellie Ashton Melia says;

‘Engaging people working in different areas of the business, and at different levels is useful because they can share feedback and different experiences – everyone comes with a different perspective and a different learning they can share. It’s important to make people feel empowered to make the change, rather than simply being mandated to by someone more senior.’

The same is true at Savoy Place where Martyn Westcott Wreford says that sustainability is on the agenda at every operations meeting.

“ If your culture doesn’t support it then you won’t make any long-lasting change. The businesses that do the best, have sustainability embedded in the culture from first experience at hire, through to their whole career in a business. It’s present in every decision that is made. ”

Jack Quick, UKHospitality



Step Five

Knowledge is power

Sustainability can be a complex and highly technical subject. One size does not fit all, so the right solution for one company, or one location, is not necessarily right for another. This can make the subject complicated and difficult to unpick. Consequently, building the knowledge base of your team is important, and there are plenty of cost and time effective ways to do this dependant on your business requirements.

The Carbon Literacy Project is a popular choice offering learning to both individuals and organisations; this is the route that Church House Westminster opted for, opening training to everyone in the business.

Carbon Literacy
Project



At Searcys we recognised the importance of building the knowledge of Sustainability Champions and our wider teams. Training now spans mandatory e-learning for all through to ISEP certified training for our Sustainability Champions and Venue Managers.

We have also launched a Sustainability Champions development programme for those wanting to continue to build their knowledge even further, potentially moving into Sustainability as a specialism.

Martyn Westcott Wreford at Savoy Place highlights how knowledge extends beyond simply training but taking the time to understand the in's and out's of different solutions you are considering. Here, by way of example, the team took the time to visit their recycling plant to inspect it and see what is really happening to the different waste streams to ensure the solution they chose were right for their venue specifically.



Step Six

Understand the power of collaboration

Ellie Ashton Melia of isla believes the pace of change has slowed and that as an industry we aren't as far along as we could be if we had greater collaboration. She believes the issue is that sustainability has become a competitive differentiator, rather than a shared responsibility. This results in duplication of effort across companies and people making the same mistake rather than learn from each other. This is something isla is trying to address, encouraging the sharing of best practice through their **'Show and Tells'**, training, and webinars;

'Collaboration is the only way we'll build real momentum in changing how events are delivered. Without it, we risk going slowly and inefficiently in different directions.'

isla's ambition is to lead that transition by focusing the industry on what matters and mobilising collective energy to accelerate progress.'



Peter Martin, Peach 20/20 says;

‘Net gains are becoming increasingly difficult because it relies on collaboration with supply chain. Some sectors are ahead of others. Contract catering in its broadest sense is ahead of the game with Searcys (WSH) being one of the companies leading the way. You were one of the first with a Chief Sustainability Officer on the board – and as a business you are good at sharing, and if we are going to keep making progress, we must work together.’

The hospitality industry is diverse and complex. For example, in Searcys we deliver event catering, but the impact of an event extends far beyond just F&B and the areas in our direct control. This is why we saw the benefit of engaging with isla. Ellie Ashton-Melia says’

‘We work with anyone who is involved in events, not necessarily just hospitality providers but event suppliers, venues and event organisers. The event industry is so much bigger than that i.e. event associations, industry media, event initiatives, exhibitors, destinations. isla helps to create a focus on a shared purpose despite us all looking at our individual challenges in a different way.’

Stephanie Maurel at Church House said;

‘We lean heavily on external sources to support our knowledge, for example, Business of Events. There is also a tendency to share information more freely in the charitable sector – we are all on a mission to make the world better – so we share insight, and this has been a huge help to us’.



Step Seven

Make it fun & tell your story

Ellie Ashton Melia of isla states;

‘Sustainability can sound dry because at its core it’s serious work, but the way we talk about it doesn’t have to be. The most persuasive stories are those that share how you got from A to B, the bumps in the road, as well as the milestones reached. Being creative and having personality is what engages people to act.’

Martyn Westcott Wreford at Savoy Place advises that to help with engagement with your teams, you need to demonstrate the benefit to an individual of making a change;

‘Simply asking people to turn off the lights has the potential to go in one ear and out the other, but when you explain that it costs £9,000 to open the building and then light and heat it for a day, you get people’s attention – they can see how they can have an impact.’

At Searcys we celebrate success through our annual **People Awards**, where each year we celebrate one venue or individual that has driven the greatest change in regard to sustainability progress. Celebrating success, and sharing learnings across the business, has proven invaluable in maintaining engagement and generating a sense of pride and purpose.



In Summary

There is no one size fits all solution to implementing sustainable practices in your business, but there are some golden rules to generating interest in creating positive change and then sustaining it. Here are our top 3 tips to drive sustainability culture through your business:

- ◇ You first need to understand your business case for change, and how sustainability is ingrained within your brand values.
- ◇ Determine your priority areas and starting point. Your priorities could be driven through your values or by what you can feasibly measure, monitor and impact. Make your targets and goals appropriate to your scale and resource so that they are realistic and deliverable, recognising that even small changes for the better should be celebrated.

- ◇ Engage everyone in the business; collective effort leads to better results, and better engagement – and give your teams the knowledge to drive change on a scale that is cost effective and appropriate to your business. Encourage your teams to view both social and environmental sustainability as a lens through which they see their everyday roles, as opposed to another thing on the ‘to do’ list. Maintain engagement through continuous communication, a celebration of results and through collaboration with wider industry peers. Then share your learnings for collective industry benefit. Be transparent on both successes, and where you may not have achieved the results you wanted; remaining focused on the end goal.
-

Kathryn Richmond

Development Director & ESG Lead, Searcys



“ Whilst many may be dialling back on sustainability commitments, we drive forward, knowing that it makes a difference to our customers and clients, our people and the communities we serve.

As we continue to deliver Second Nature, I’m really encouraged by the support from our wider teams. They’re truly embracing the task, challenging their own mindset, learning new skills and driving behavioural change that benefit us all. ”

Alastair Storey, Chairman



Meet

our contributors





Jack Quick
Policy Manager, UKHospitality

UKHospitality is the trade body for hospitality in the UK. UK Hospitality lobby government, champion the hospitality sector and provide expert advice and guidance. Jack's role within UK Hospitality is to analyse government policy impacting a number of areas across hospitality and then advising members how to comply. Sustainability is a key policy area.

[UKHospitality](#)



Peter Martin
Co-founder and Executive Director, Peach 20/20

Peach 20/20 is a community for senior executive and entrepreneurs within the hospitality industry, specifically the eating and drinking out sector, which brings people together throughout the UK and US. This includes Planet Peach, which has a focus on Sustainability. He is also a Zero Carbon Forum Advisory Board Member.

[Peach 20/20 | The premium network for hospitality leaders](#)
[Zero Carbon Company](#)



Juliane Caillouette Noble - Managing Director,
The Sustainable Restaurant Association

The SRA connects businesses around the world to accelerate change towards a hospitality sector that is socially progressive and environmentally restorative. This is achieved through the world's largest sustainability certification tailored for the sector, the Food Made Good Standard.

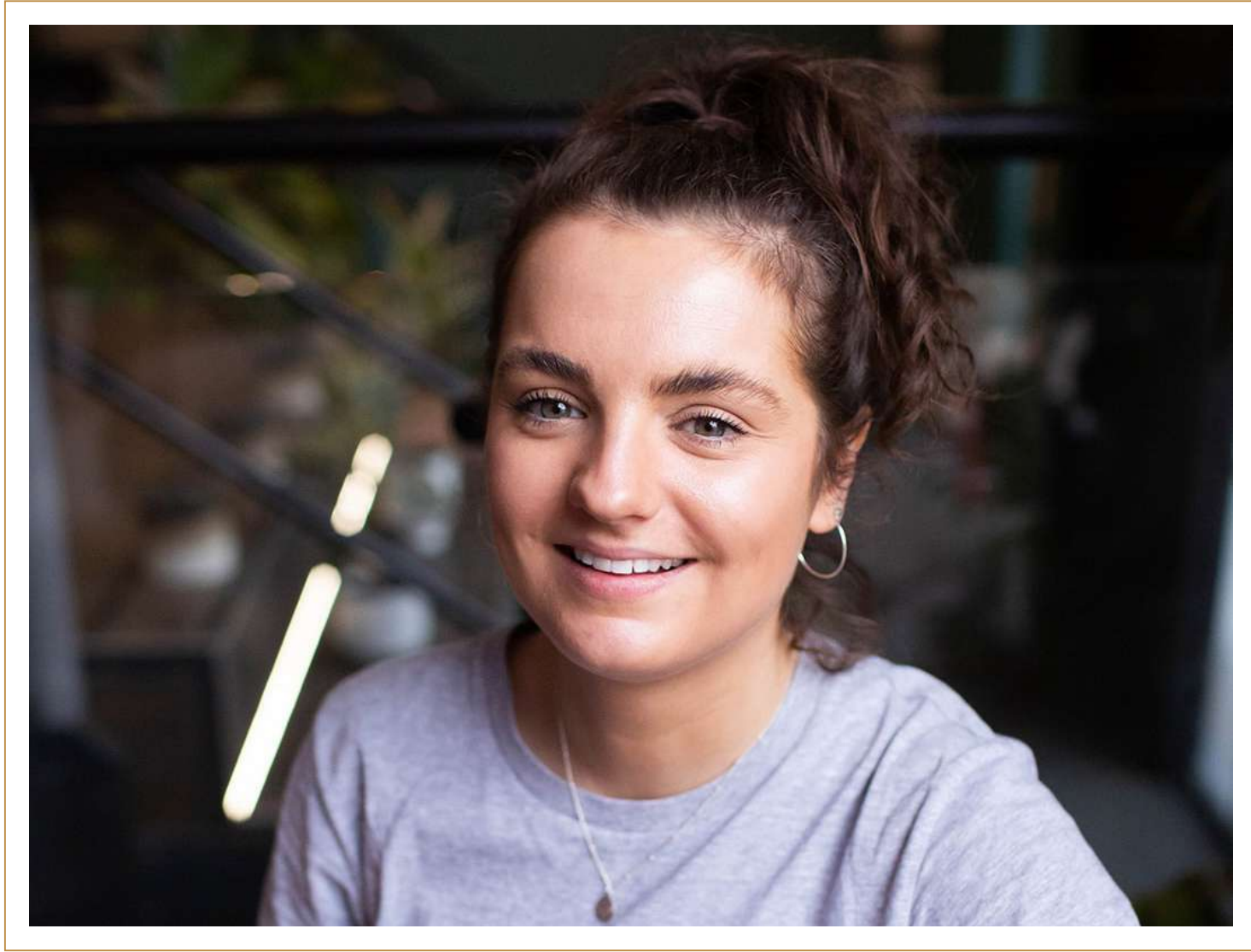
[Food Made Good](#)
[The Sustainable Restaurant Association](#)



Martyn Westcott Wreford
Operations Manager, Savoy Place, London

Savoy Place is the London home to The Institution of Engineering and Technology, which supports the engineering industry and careers within it.

[IET London: Savoy Place - Central London Event Venue](#)



Ellie Ashton Melia
Community Director, isla

isla is a non-profit organisation founded by event professionals and industry leaders focusing on a sustainable future for events. Ellie's role is to oversee a dynamic and growing event sustainability community. isla also offers an event carbon measurement platform, TRACE, designed to help measure and minimise carbon emissions for live, hybrid and digital events.

[isla - The event sustainability body](#)



Stephanie Maurel
CEO, Church House Westminster

The Corporation of the Church House was founded as a charity in 1888 by Royal Charter. Located in Dean's Yard, the building was designed to be a home for the Church Assembly (now the General Synod) of the Church of England. The multi-purpose events venue, Church House Westminster, was launched in 1990 and is a wholly-owned trading subsidiary of the Corporation.

[Church House Westminster](#)

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*Make it Special.
Make it Searcys.*

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