



OPERATION GREEN

50% of a hotel's waste stream is recyclable (not including food waste).

The average hotel buys more products in one week than 100 families in one year.

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As a leader in the hospitality industry, Grand Traverse Resort & Spa is committed to monitoring and improving the impact we have on the environment. This commitment to environmental health is at the core of our corporate culture as stated in our company's Mission Statement:

"We believe that anything is possible and will create grand experiences for our guests, our members and ourselves. We hold the local community in high standing and will maintain a positive stewardship of our environment."

As a member of the Grand Traverse Resort & Spa team, we invite you to follow three core environmental standards that signify our commitment to the environment: *"Reduce. Reuse. Recycle."* We ask all Performers to follow the universal practices to, *"Reduce. Reuse. Recycle."* that are listed on the back of this document.

OUR GREEN MISSION STATEMENT:

"As leaders in the hospitality industry, we believe that we have the responsibility to implement, recommend, and follow operational practices that lessen our long-term negative impact on the environment when possible. We believe that every Performer, while on property, should do their part to: "Reduce. Reuse. Recycle."

Grand Traverse Resort & Spa is committed to developing a culture of Performers that care for and respect the environment. We invite any new ideas on how the company may better improve our environmental policies. Furthermore, we openly encourage every member of the organization to become educated about environmentally friendly practices and to become actively involved with local eco-friendly initiatives outside of the Resort. This includes many local environmental volunteer groups.

Together, as an organization built on Performers that are committed to the *"Reduce. Reuse. Recycle."* program, we can have a positive impact on the environment.

We invite you to become an active participant in the, *"Reduce. Reuse. Recycle."* culture we have here at Grand Traverse Resort & Spa.



REDUCE. REUSE. RECYCLE.

We invite every Performer at Grand Traverse Resort & Spa to actively participate in the following universally accepted green practices while on property.

ACTIVE RECYCLING

I will participate in the Resort's recycling program by depositing recyclable materials (e.g. paper and plastic) in the recycling bins placed in my department.

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ACTIVE WATER REDUCTION

I will reduce the amount of water used by the Resort by turning off the faucet while not in use.

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ACTIVE ENERGY REDUCTION

I will reduce the amount of electricity used by the Resort by turning off lights and electronic equipment when not in use.

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ACTIVE WASTE REDUCTION

I will reduce the amount of waste generated by the Resort (e.g. using washable coffee mugs instead of disposable cups.)

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ACTIVE POLLUTION REDUCTION

I will consider carpooling to travel to and from work at the Resort.

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ACTIVE *OPERATION GREEN* EDUCATION

I will monitor and read green announcements as they are posted for Performers and gently educate guests when appropriate.

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ACTIVE ENVIRONMENTAL SHARING

I will proactively share any new ideas for making green improvements at the Resort via the Suggestion Boxes.

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ACTIVE ENVIRONMENTAL STEWARDSHIP

I will actively seek ways to become a good steward of our environment at all times.