

# SUSTAINABLE DEVELOPMENT PLAN

2022 — 2025



## FURTHER.SPACE





## OUR VISION

Further Space has a vision of collaboration and partnership to create a 'more than' accommodation experience; to increase revenue streams and promote significant sustainable development outcomes with all stakeholders including, landowner partners, guests, local communities and suppliers.

This sustainable development plan aims to align the business goals, objectives and strategic initiatives with the UN Sustainable Development Goals set out for sustainable development.

Plan Overview: 5 Objectives, 7 Strategic initiatives with measurables and activities.

# WHAT IS SUSTAINABILITY?

THE UN DEFINE SUSTAINABILITY AS:

“  
Meeting the needs of the present  
without compromising the ability  
of future generations to meet  
their own needs.”

THERE ARE DIFFERENT TYPES OF SUSTAINABILITY, FOR EXAMPLE:

Social

Economic

Environmental

The UN developed the 17 Sustainable Development Goals (SDGs) to capture different types of sustainability and allow entities (countries, businesses etc.) to measure their own level of sustainability and use such a sustainability footprint to instigate positive change.

JENNIFER DOBSON — HILLHEAD FARM  
DUMFRIES, SCOTLAND



# UNIQUE SUSTAINABILITY FOOTPRINT

Further space has a unique sustainability footprint (7 SDG Goals) and has used this footprint to create policy with strategic initiatives for stakeholder and business operational alignment objectives; developing measurable outputs and outcomes.

Further Space over the period FY 2022 – FY2025 will move from current levels of sustainable activities towards an alignment across all stakeholders and business operations, promoting and delivering an enhanced level of measurable sustainable outcomes.

This plan has identified opportunities to maintain and increase sustainability of the business moving forward.

# POLICY DEVELOPMENT — CREATED USING THE UNIQUE SUSTAINABILITY FOOTPRINT



## 03

ENSURING HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AGES.

POLICY/ STRATEGIC INITIATIVE 1

To support, maintain and increase health and well-being across all stakeholders.

## 07

ENSURING ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL.

POLICY/ STRATEGIC INITIATIVE 2

To increase the use of renewable energy, energy efficiency and carbon balancing. To set minimum standards for energy use.

## 08

THE PROMOTION OF SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, AS WELL AS FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

POLICY/ STRATEGIC INITIATIVE 3

To support sustainable and ethical job creation and economic growth.

## 09

BUILDING RESILIENT INFRASTRUCTURE, PROMOTING INCLUSIVE AND SUSTAINABLE INDUSTRIALISATION AND FOSTERING INNOVATION.

POLICY/ STRATEGIC INITIATIVE 4

To increase the value of the innovative business model, leveraging partner engagement, customer engagement, local communities and knowledge transfer.

## 12

ENSURES PATTERNS OF SUSTAINABLE CONSUMPTION AND PRODUCTION.

POLICY/ STRATEGIC INITIATIVE 5

To set a baseline for responsible consumption. To support provision of information on how to make responsible decisions from the point of view of partners, guests, employees and suppliers.

## 15

TO PROTECT, RESTORE AND PROMOTE THE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, TO REDUCE DEGRADATION AND PREVENT BIODIVERSITY LOSS.

POLICY/ STRATEGIC INITIATIVE 6

To protect the terrestrial environment and enhance opportunity for biodiversity regeneration.

## 17

PARTNERSHIPS THAT SUPPORT SUSTAINABLE DEVELOPMENT AND COMPONENTS THAT STRENGTHEN AND REVITALIZE THESE PARTNERSHIPS.

POLICY/ STRATEGIC INITIATIVE 7

To create and formalise partnerships.

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OBJECTIVE

## 01

ALIGN PARTNERS WITH  
OUR SDGs

STRATEGIC INITIATIVES

- 1.1 Increase a feeling of partner well-being
- 1.2 Support the partner to make cleaner and more affordable energy choices
- 1.3 Support decent work and economic growth in relation to the partner
- 1.4 Increase partner understanding of the innovation behind the Further Space business model
- 1.5 Increase the sustainability of partner consumption and production
- 1.6 Support the partner in protecting, restoring and promoting the sustainable use of terrestrial ecosystems
- 1.7 Support partnership between Further Space and partners



OBJECTIVE

## 02

ALIGN GUESTS WITH  
OUR SDGs

STRATEGIC INITIATIVES

- 2.1 Increase customer health and wellbeing
- 2.2 Educate the guest on making choices which reduces overall energy use
- 2.3 Increase the connection between guests and local products/services
- 2.4 Enhance guest appreciation, engagement and participation on site and in the local area, the 'more than' accommodation experience
- 2.5 Increase the sustainability of guest consumption and production
- 2.6 Educate the guest in the sustainable use of terrestrial ecosystems
- 2.7 Support partnerships to enhance guest engagement



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OBJECTIVE

## 03

ALIGN SITE SELECTION,  
DESIGN, CONSTRUCTION  
& OPERATIONS WITH SDGs

STRATEGIC INITIATIVES

- 3.1 Increase health and wellbeing through site design, construction and operation
- 3.2 Reduce energy use through site selection, design, construction & operations
- 3.3 Support decent work and economic growth in relation to site selection, design, construction & operations
- 3.4 Consider the wider environmental and social landscape when choosing and designing sites
- 3.5 Promote responsible consumption on site
- 3.6 Protecting, restoring and promoting the sustainable use of terrestrial ecosystems through site selection, design, construction & operations
- 3.7 Develop partnerships to increase sustainability of the site



OBJECTIVE

## 04

ALIGN MANUFACTURING OF  
THE POD WITH SDGs

STRATEGIC INITIATIVES

- 4.1 Increase health and wellbeing through pod manufacturing
- 4.2 Reduce energy use in pod manufacturing processes
- 4.3 Support decent work and economic growth within pod manufacturing
- 4.4 Increase the innovation relating to pod manufacturing
- 4.5 Promote responsible consumption in manufacturing
- 4.6 Align pod manufacturing with terrestrial environment
- 4.7 Strengthen partnerships for consistently sustainable pod manufacturing



OBJECTIVE

## 05

ALIGN EMPLOYMENT  
PRACTICES & WORKPLACES  
WITH SDGs

STRATEGIC INITIATIVES

- 5.1 Support and increase employee health and well-being
- 5.2 Promote energy saving steps and sustainable practices in the office
- 5.3 Support decent work and economic growth in the workplace
- 5.4 Increase the innovation behind Further Space as an employer
- 5.5 Increase sustainability of consumption and production in the office
- 5.6 Increase the quality of the terrestrial ecosystem
- 5.7 Encourage and support staff engagement with SDGs



# Objective 01

## Align our Partners with our SDGs



STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
1.1				
Increase partner well-being.	Partner wellbeing survey.	Develop a knowledge sharing network for partner relationship building: 'A Partner Hub'.	Medium term	Partner Relationship Management
1.2				
Support the partner to make cleaner and more affordable energy choices.	Established waste and carbon reduction targets.	Start conversations with current partners around renewable energy solutions.	Short to medium term	Pod Manufacturing and Project Delivery Services
		Promote to partners potential investment into clean energy sources or the use of mixed energy systems.		
		Renewable energy solutions and efficiencies to be communicated with all new partners.		
		Create partner specific energy reduction initiatives.		
1.3				
Support decent work and economic growth in relation to the partner.	Economic impact of the Further Space partnership e.g. Local employment, business activity revenues, outputs and outcomes.	Identify indicators to benchmark economic impacts across all partner business activity.	Short to long term	Partner Relationship Management, Marketing and Senior Management Team
		Develop local community engagement opportunities.		
		Expand customer type – open up the pod sites to other sections of the community, like corporate away days, schools or workplaces where on site activities create opportunity formal and informal learning and group participation.		
1.4				
Increase partner understanding of the innovation behind the Further Space business model.	Partners using the knowledge to increase the guest awareness of SDGs and the overall guest experience.	Develop awareness of the sustainable development goals – and how the partnership with Further Space is a valuable asset towards innovation and the quality of the guest experience.	Short to medium term	Partner Relationship Management and Marketing

STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
1.5				
Increase the sustainability of partner consumption and production.	Draft document covering partner specific minimum standards for consumption.	Start discussions with partners about sustainable consumption and supplier identification.	Long term	Partner Relationship Management and Marketing
		Communicate to all partners the value of having more sustainable suppliers and longer contracts with sustainable suppliers.		
		Create criteria for what a sustainable service provider looks like.		
		Identify local sustainable service providers with the partner.		
		Assessment of the recycling options on all sites.		
1.6				
Support the partner in protecting, restoring and promoting the sustainable use of terrestrial ecosystems.	Site specific biodiversity metrics.	Increase communication, support and encouragement for partners to consider other sustainable land uses e.g. tree planting.	Short term	Partner Relationship Management, Senior Management Team, Pod Manufacturing and Project Delivery Services
		Information on direction of travel in relation to current and future land use to be part of the partner selection process.		
1.7				
Support partnership between Further Space and partners.	Workshop creation and output.	Plan a workshop with all partners and stakeholders to expand upon Further Space's role as a catalyst, to enhance multi-stakeholder partnerships for sustainable development and to nurture a spirit of collaboration and design.	Medium term	Partner Relationship Management, Senior Management Team and Marketing
		Collaborate to identify and increase revenue streams, and increase alignment with SDGs and promote these to the guest.		



# Objective 02

## Align our Guests with our SDGs



STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
2.1				
Increase customer health and wellbeing.	Number of guests. Number of returning guests. Guest feedback.	Encourage partners to promote healthy lives and wellbeing on the site for the guest – activities/walking/cycling.	Medium term	Marketing and Customer Services
		Introduce promotional/educational tools to enhance guest appreciation of the site and the location.		
		Communicate the link between the outdoors and an increased feeling of wellbeing via the website and on site.		
		Wi-Fi Policy: Make Wi-Fi connectivity available on request.		
2.2				
Educate guests on making choices which reduce overall energy use.	Lower carbon footprint of guest. Feedback from guests. Lower amounts of waste.	Promote to the guest through signage and messaging energy saving steps, recycling and other sustainable practices.	Short to medium term	Marketing and Customer Services
		Evaluate the public transport links, EV charging points and shared car use opportunities to each site and make this available at booking stage.		
		Sustainable transport to be promoted at all pod sites where applicable, encouraging guests to explore locally by bike/on foot/public transport through 'leave the car' messaging.		
2.3				
Increase the connection between guests and local products/services.	Creation of a supplier directory.	Create a directory of local services and suppliers for all sites.		Partner Relationship Management and Marketing
2.4				
Enhance guest appreciation, engagement and participation on site and in the local area. The 'more than' accommodation experience.	Number of local community engagement opportunities. Feedback from customers. Number of customers taking part in sustainable activities and processes.	Establish Further Space's value as a local tourism offering.	Medium term	Partner Relationship Management and Marketing
		Policy development with Partners and the local community to create more than an accommodation experience.		
		Communicate through the website and with guests on arrival the opportunities and activities for formal and informal knowledge transfer, education and awareness building.		
		Research and potentially pilot methods/initiatives to encourage and increase guest participation.		

STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
2.5				
Increase the sustainability of guest consumption and production.	Baseline sustainability standards established and reviewed.	Work with each partner to create a list of sustainable options for the guest during their stay – this could range from outdoor activities to local coffee shops.	Medium to long term	Partner Relationship Management and Marketing
		Identify sustainable local suppliers, then promote and incentivise them towards the guests.		
		Audit the sustainability level for all products on sites and establish baseline.		
		Inform local communities around the opportunities for supplying produce and guest services. Communication strategy to engage with local suppliers, expertise and produce.		
2.6				
Educate guests in the sustainable use of terrestrial ecosystems.	Guest feedback. Number of guests participating in environmental activities.	Identify services and experiences in the area which educate and promote environmental protection, for example sites of natural beauty or protected habitats.	Short to medium term	Partner Relationship Management and Marketing
		At the site, increase signage and messaging about unique (environmental) characteristics of the site and the location.		
2.7				
Support partnerships to enhance guest engagement.	Number of guests that interact in local activities.	Work with partners to encourage guests to become advocates of change, through guest participation, education opportunities etc.	Medium term	Partner Relationship Management and Marketing





VIEW FROM CARDROSS ESTATE  
PORT OF MENTEITH, SCOTLAND



# Objective 03 Align our Site Selection, Design, Construction & Operations with our SDGs



STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
3.1				
Increase health and wellbeing through site design, construction and operations.	Number of sites with disability access. Number of communal eating areas. Number of accessible walking/exercise opportunities. Health and Safety best practice in place across all site based activities.	Introduce steps within site design to consider accessibility.	Medium term	Marketing and Customer services
		Assessment of existing sites to evaluate if disability access can be retro-fitted.		
		Site selection and design to include the potential for communal eating areas, walking/exercise opportunities and guest participation on the site itself.		
		Promote Health and Safety best practice across all site construction and deployment activities.		
3.2				
Reduce energy use through site selection, design, construction & operations.	The development of design criteria to minimise energy and water use on all sites. Energy use targets for site works and construction activities.	Design mixed energy use systems including biogas, solar, off grid solutions.	Medium to long term	Business Development and Project Delivery Services
		Identify opportunity to pilot an off grid site.		
		Identify land owners to pilot projects to evaluate more sustainable energy sources.		
		Site design to consider the monitoring of energy.		
		Explore energy use targets for construction and site works.		
3.3				
Support decent work and economic growth in relation to site selection, design, construction & operations.	Economic impact of the Further Space partnership e.g. Local employment. Business activity revenues, outputs and outcomes. Number of jobs. Site works contract value.	Use local contractors and suppliers in site works and construction where possible.	Short to medium term	Project Delivery Services

STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
3.4				
Consider the wider environmental and social landscape when choosing and designing sites.	New site selection criteria.	Site selection to consider opportunity to support partners with other sustainable land uses and additional employment opportunities.		Business Development and Project Delivery Services
3.5				
Promote responsible consumption on site.	Establish benchmark for waste and water characteristics.	Site design to consider the monitoring of water usage, as well as options for waste management and recycling.	Short to medium term	Project Delivery Services
		Pilot other options for waste and waste water management.		
3.6				
Protecting, restoring and promoting the sustainable use of terrestrial ecosystems through site selection, design, construction and operations.	Biodiversity and environmental metrics established for future site design and construction.	In new site design and construction, future proofing needs to be assessed i.e. how the site might return back to its previous state.	Short to medium term	Project Delivery Services
		Within site design, existing buildings and/or farm structures are recorded and assessed, to make sure additional infrastructure isn't being added where it isn't needed.		
		Site design to ensure the pods have low environmental, visual and physical impact.		
		Site selection criteria to consider current levels of environmental sustainability and how this will change if selected, for example the land use transition.		
		Environmental (biodiversity) assessment to be carried out after site selection but before transition to glamping site. This process to be repeated throughout the lease period, and again if pod is removed from site.		
3.7				
Develop partnerships to increase sustainability of the site.	Updated enquiry form.	Review of enquiry process to consider guest participation as a metric of qualification.	Short to medium term	Business Development and Project Delivery Services



# Objective 05

## Align our employment practices & workplaces with our SDGs



STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
5.1				
Increase staff health and well-being.	Low staff turnover. Low levels of absenteeism. Dynamic measurement of staff performance and satisfaction.	Introduction of flexi-hours.	Short to medium term	Senior Management Team and Board
		Investigate a 4 day working week.		
		Explore personal and professional development opportunities for staff and create a budget.		
		Identify potential new employee benefits that are linked to the SDGs.		
		Create opportunity for staff to provide real time employee feedback.		
5.2				
Promote energy saving steps and sustainable practices in the office.	Lower carbon footprint of office. Lower amounts of waste. Output of supply chains.	Measure baseline for carbon footprint.	Short to medium term	Senior Management Team and Managers
		Research into current consumption and production practices.		
		Promote sustainable transport options to/from the location of work.		
		Promote recycling in the office including double-sided printing.		
		Introduce recycled paper to office.		
		Research how to increase use of biodegradable products across the business. Introduce this where possible.		
		Open communication with suppliers about SDGs and the commitment Further Space has to sustainable consumption and production patterns.		
	Review current global supply chains – and put this into an output.			
5.3				
Support decent work and economic growth in the workplace.	An increase in the diversity of the workforce.	Set recruitment targets related to gender, minority communities. Supporting youth apprentice programmes.	Short to medium term	Senior Management Team
		Establish a budget for recruitment, training and development.		
		Identify potential new employee benefits that are linked to the SDGs.		
		Engage with apprenticeship/internships programs for 16-24 year olds.		

STRATEGIC INITIATIVE	MEASURABLES	ACTIVITY	TIMELINE	WHO
5.4				
Increase the innovation behind Further Space as an employer.		Staff engagement with SDGs will form part of staff personal development review and incentive.		Senior Management Team
5.5				
Increase sustainability of consumption and production in the office.	Set baseline level for sustainability of office supplies.	Research and identify ways to measure good practices of suppliers.		Senior Management Team
		Develop a sustainability criteria for all current manufacturing, technical and professional suppliers and services.		
		Use metric of best practice of suppliers in the procurement selection process. This will include setting minimum standards for manufacturing and business admin suppliers.		
		Longer contracts to be awarded to suppliers showing commitment to sustainability.		
5.6				
Increase the quality of the terrestrial ecosystem.	N/A	N/A	N/A	N/A
5.7				
Encourage and support staff engagement with SDGs.	Establishment of task force and champions.	Engage with all employees to build the policy framework to support achievement of the SDGs. Implementation may require an SDG taskforce and SDG champions – whose responsibility it will be to manage SDG commitments.		Senior Management Team



FURTHER.SPACE

WWW.FURTHER.SPACE



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PAPER

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Cover  
Evolution Digital Uncoated 100% 350gsm  
Inner  
Evolution Digital Uncoated 100% 120gsm

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Evolution Digital Uncoated 100% is produced using 100% reclaimed FSC certified fibre.  
Evolution is manufactured without chlorine bleaching or optical brightening agents.