

INSURANCES & PLANNING PERMISSION

Planning permissions for the B&B as well as all required insurances are in place through our own private insurance as well as partnering platforms we use (Booking.com, BandBireland).

- Building & contents insurance
- Liability & guest insurance

HEALTH & SAFETY POLICY

As B&B we have set a goal of continuous improvement while considering employees, partners and any third persons who may be affected by its operations. All in accordance with Laws and Regulations and Health & Safety at Work.

To achieve this, we've set the following goals:

- Creating and maintaining a safe and healthy environment.
- Planning and execution of all operations giving priority and importance to Health & Safety of employees, partners and customers to conduct all activities with no accidents.
- Full compliance with relevant legislation.
- Continuous training, development and evaluation of staff in the use of equipment, use of chemicals and manual handling and continuous awareness of health and safety at work.
- Conduct risk assessment studies for decision making in prevention and protection.
- Distribution to all staff of all necessary equipment, information and training on the job without accidents. All necessary personal protective equipment and training in the use, storage and maintenance.

As owners we're responsible for notification of accidents, occupational diseases or dangerous situations that might occur in the workplace. Compliance with Laws and Regulations on Safety and Health is expected to lead to:

- The early detection and prevention.
- The right information and training of workers
- Developing and maintaining the belief that health and safety of everyone involved is a top priority.

CERTIFICATION:

- Health and Safety level 2
 - o Certified by Flow and Fáilte Ireland
 - o Issued on 22/01/2021
 - o Achieved by Kris Claes

HR POLICY:

Supporting all employees in order to acquire, develop and maintain sustainability of sufficient human resources that:

- create organisational success and performance,
- have appropriate education and experience,
- develop themselves and their work environment,
- are sharing,
- and adopt the group values.

As owners we

- act based on the awareness that the employees are those who play an important role and help to create the B&B culture which is the main factor in providing long term competitive advantage.
- we act based on the "Correct Person for Correct Position" principle when selecting the employees. We select the employees who comply with the qualifications required by the concerned work.
- motivate all employees with a constructive and participatory management method.
- plan and provide training and career development opportunities for the employees according to the "Equal Opportunities" principle taking into consideration the individual targets and competencies, and the company targets.
- are attentive to protect the employees who create value for the guests, company, colleagues and environment.

ENVIRONMENTAL PROTECTION POLICY

Please refer to our Environmental policy. <https://www.slieveelva.com/EN/environment>

PLANNING:

As Bed & Breakfast in Ireland we comply with planning legislation, with regards fire safety and local building regulations. Planning permission is acquired. Premises has undergone all fire and safety inspections.

FOOD & SAFETY HACCP:

All relevant training in line with B&B regulations have been done and kept up to date.

- Food Safety (HACCP) level 1 + 2 and Allergen Awareness
 - o Qualified on 25/01/2021
 - o Certified by eLearn and Catercare
 - o Achieved by Kris Claes
 - o Review by January 2026
- Infection Prevention Control for Tourism Businesses course:
 - o Review by December 2022
 - o Fáilte Ireland
 - o Achieved by Kris Claes & Ireen Claes

Our B&B is registered as a Food Business Establishment with HSE in accordance with Article 6(2) of the Council Regulation 852/2004 and according to European Communities (Hygiene of Foodstuffs) Regulations 2006. Premises reference 68528

INSURANCE:

All relevant insurance has been taken out with EBS which covers all legal liability to staff & third parties.

HUMAN RIGHTS POLICY

Compliance with human rights legislation. (section 42 of the Irish human rights and equality acts 2014 has established a positive duty on all employers to eliminate discrimination, promote equality of opportunity and treatment and protect human rights).

We acknowledge and respect the principles contained in the United Nations Declaration of Human Rights, which are consistent with our core values and commitment to be a force for good. We endeavour to conduct our business operations in a manner that seeks to promote and enhance human rights. This commitment is aligned with and supported by our Code of Business Ethics.

Ethical Business Conduct

We believe that it is defined both by the results we achieve, and the way we achieve them.

We're committed maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws.

All our employees and contracted parties shall comply with the laws and agreements applicable to operations.

Protection of the Rights of Children

We support every child's right to a safe and secure childhood and we're committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. We condemn all forms of exploitation of children. We do not recruit child labour, in accordance with the applicable International Labour Organization Conventions, and support the elimination of exploitive child labor. We and all employees shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

We support action against child sex tourism and stay informed through our subscription on ECPAT international. We further educate our guests on the issue should the need arise.

Prevention of Child abuse

We support every child's right to a safe and secure childhood and we're committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm.

Since our B&B is part of our family home and we have young children running around ourselves, it's from the upmost importance kids can roam free in a safe environment.

Being volunteers in organisations like Scouting Ireland and Fighting words we've undergone Garda vetting and Safeguarding training which has to be renewed every 3 years. This Safeguarding training and in our education and graduation as teachers, both owners have got the background in how to recognise and act when spotting child's abuse.

When any sign of possible child abuse is spotted, being in B&B, in local town/area or anywhere else, TUSLA Child and Family agency as well as local Garda will be reported.

Protection of the Rights of Employees

Compliance with human rights legislation. (section 42 of the Irish human rights and equality acts 2014 has established a positive duty on all employers to eliminate discrimination, promote equality of opportunity and treatment and protect human rights).

We acknowledge and respect the principles contained in the United Nations Declaration of Human Rights, which are consistent with our core values and commitment to be a force for good. We endeavour to conduct our business operations in a manner that seeks to promote and enhance human rights. This commitment is aligned with and supported by our Code of Business Ethics.

We seek to maintain a culture that supports the well-being and inclusion of all employees and are committed to encourage a positive working environment which meets and exceeds legal requirements. We recruit employees without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law.

We are committed to respecting labour rights and to providing a safe and secure working environment. Our employees are paid at least a living wage. In addition, we offer regular training, experience, and opportunities for advancement to our employees (through Failt  Ireland learning hub).

Local employment

When hiring additional staff in the future we are committed to providing local employment opportunities for local residents in particular. We will measure and manage this by (list here how you measure and manage the % of local residents among your workforce)

ANIMAL WELFARE

No species of wild animal is acquired, bred or held captive, except by authorised and suitably equipped persons and for properly regulated activities in compliance with local and international law. Housing, care and handling of all wild and domestic animals meets the highest standards of animal welfare. Animal Health & Welfare Act 2013

The organisation is aware of, and complies with, relevant laws and regulations concerning wildlife harvesting and trade according to the Wildlife (Amendment) Act, 2000.

We do not participate in any sort of hunting activity, neither is this allowed by local council.

Any hunting activities as part of conservation and biodiversity are organised and permitted by the local council in accordance with the Irish laws and regulations and follow a scientifically based, properly managed and strictly enforced approach to conservation.

COMMUNITY, HERITAGE & CULTURE

Local livelihoods

We ensure that we do not adversely affect local access to livelihoods, including land and aquatic resource use, rights-of-way, transport, and housing. Local access to livelihoods is considered in any decisions we make about development and operations of our business.

Community services

We ensure that we do not jeopardize the provision of basic services, such as food, water, energy, healthcare, or sanitation, to neighbouring communities.

As part of our commitment to supporting our local community we offer them the opportunity to access our services (like our home baking produce) at local rates.

Local community is welcome to drop by at any stage. Homemade produce can be ordered and picked up. We always try to make some time for a friendly chat with some tea or coffee.

Our greenhouse and orchard will provide more produce over the next few years.

We're in the process of landscaping our garden, organic swim pond, orchard. Once finished these will be accessible for neighbours and locals.

Land, water & property rights

We own our property and land and confirm that no involuntary resettlement or land acquisitions have occurred.

Access will be granted to key resources should the need arise.

Artefacts

We confirm to follow all rights and laws regarding artefacts and to document and report any use of artefacts.

No historical and archaeological artefacts are sold, traded or displayed in our business.

We commit to follow all rights and laws regarding artefacts and archaeological objects that may be found on our grounds. We will neither sell, trade nor display such artefacts, unless permitted by local and international law.

Biodiversity & conservation

We follow appropriate guidelines for the management and promotion of visits to natural sites in order to minimise adverse impacts and maximise visitor fulfilment. We are aware of, and comply with, existing guidelines for tourist visits to natural sites. These guidelines are used when conducting visits and informing guests.

As part of our commitment to supporting local conservation, we regularly meet (once a month) with local conservation bodies (Con ad group Burren Ecotourism in participation with Geopark) to identify any issues that might arise from our guests and tourists in general visiting particular sites within the Burren area.

As part of supporting our local community we do not impede local residents' access to natural amenities or historical, archaeological, culturally and spiritually important sites that are located on our grounds or can be accessed through our property.

We ensure that no water courses, water catchments or wetlands are being altered for the operation of our business. We work on reducing run-off and where possible capture or channel and filter any residue water.