Cotswolds National Landscape

A guide to saving resources in the Cotswolds

Introduction

Sustainable business practices are no longer a 'nice to have'. Operating within the 'planetary boundaries' framework and considering the impact of our decision-making on society and the environment are critical for preserving our way of life. It is widely agreed that to combat the climate crisis, we need every business to actively measure and reduce its footprint.

Reducing our reliance on natural resources, particularly fossil fuels, is vital for a sustainable future. The benefits are numerous and far outweigh any reasons for inaction: increasing efficiency and reducing waste provides direct financial savings, from utility bills to disposal costs; customers and suppliers purposefully select businesses with sustainability strategies in place; ever-evolving legislation requires continuously improved standards; and financial penalties for non-compliance are on the rise. With the UK committed to a 2050 net zero emissions goal, all businesses should be aligning their own carbon footprint reductions with the same target by the very latest.

Notes on this guide

One of the goals for the Cotswolds Plus Local Visitor Economy Partnership (LVEP) is "to provide businesses with clear information on sustainable practices". This short guide has been produced to improve understanding of how reducing energy, water, and waste can be both financially and environmentally beneficial.

This guide provides a set of recommendations – from minimal cost quick wins to considered long-term investments – along with case studies from local businesses leading the way. The contents of this guide are intended for a varied audience across businesses of differing sizes, industries and geographies. While the lists of recommended activity are thorough, they are by no means exhaustive, and readers are encouraged to refer to the signposting section for further advice and information.

Key definition

Emissions: the release of substances into the air. For the purposes of this guide, 'emissions' refers to the production of greenhouse gases (i.e. those known to increase global temperatures) such as carbon dioxide or methane as a result of business activity.

Net Zero: the state in which overall emissions are balanced by greenhouse gas removals from the atmosphere. For businesses, 'net zero' requires deep, rapid reductions in resource consumption and a wholesale move away from fossil fuels. A worldwide drive towards net zero emissions is required to avoid irreversible changes to climate and nature.

This guide, and the accompanying *A guide to nature-friendly business practices in the Cotswolds*, have been produced by Cotswolds National Landscape to support the work of the Cotswold Plus Local Visitor Economy Partnership.

Energy

The consumption of electricity, gas, and other fuels can account for over 20% of costs and around 25% of an average business's greenhouse gas (GHG) emissions. Even small reductions in energy use can have a significant, positive commercial and environmental impact. A first step should be owning your data – Ofgem reports that two thirds of small business owners don't know how much energy they use. The recommendations listed below also support legislation such as the Energy Savings Opportunity Scheme (ESOS), EPC ratings, and net zero 2050 goals.

Quick wins

Low or no cost solutions that can make an immediate difference.

Lighting

- **Switch to LED throughout:** don't wait for old halogen or fluorescent bulbs to give up before replacing them – LEDs use 60% less energy and last 5-10 times longer, meaning instant savings and payback within 1-2 years.
- **Install sensors to automate lighting:** prioritise low occupancy areas such as storerooms, stairwells, car parks and outdoor areas. Coupled with low energy LED in these areas, bill savings usually pay off costs within 2 years.

Energy supply

- **Move to a green energy tariff:** moving away from fossil fuel energy production is essential to reduce business emissions but note that not all 'green' tariffs are created equal – look for suppliers offering low carbon renewables like solar, wind, and hydro rather than energy generated from incineration or biomass.
- **Install SMART meters:** improving visibility of your energy consumption allows easier identification of spikes in real time. Smart meters can enable changes to behaviour that can save up to 20% energy use. Installation can be free of charge through energy providers for small businesses and comes with a digital display unit showing live usage.

Case study 1

Ellenborough Park, Cheltenham

Combining targeted investment with regular team engagement to promote behavioural change in colleagues and customers.

- Staff energy saving is encouraged, such as ensuring housekeeping do not leave lights or TVs on in rooms, whilst office laptops and lights are turned off at the end of each day.
- There is monthly team communication concerning energy usage; an Energy Committee meet monthly with an energy champion and monthly checklist.
- There are six EV car charging ports available for guests.
- All still and sparkling water is bottled for guests at the hotel in reusable glass bottles.

Energy continued

Heating

- **Adjust the thermostat:** even a 1°C reduction can lead to an 8% fuel saving. Heating should ideally be set between 18-22°C, and there should be at least 3-4 degrees between the upper limit and the temperature that any air conditioning is set to kick in. Ensure that buildings are only minimally heated when empty, i.e. at night.
- **Reduce boiler temperature:** lowering the flow temperature of a gas boiler can save up to 4% of your energy costs – most boilers are set up at their 80°C factory setting but conventional boilers can be set to 65°C, while combi boilers can be set as low as 60°C. Check with your manufacturer's guidelines.
- **Eliminate drafts:** finding and blocking gaps (usually around doors, windows and between floorboards) stops warm air escaping and cold air from entering the building. Most draft proofing measures are simple DIY tasks, and the cost of draft tapes, sealant or filler will be paid off within the first winter by the savings on heating bills for most businesses, making this one of the most cost-effective measures to reduce energy use.
- **Insulate tanks and pipes:** preventing heat loss from hot water tanks and pipework means less energy is needed to maintain the desired water temperature. Basic pipe lagging is available from £2 per metre, and small water tank 'jackets' start from about £20.

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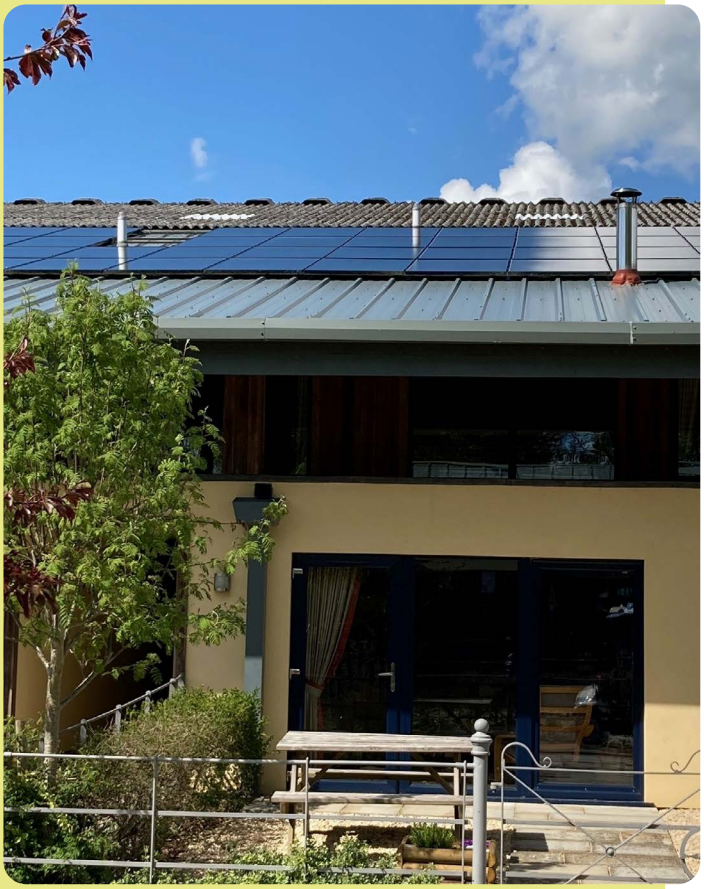
Case study 2

Notgrove Holidays, Cotswolds

Notgrove has delivered a series of energy projects without jeopardising the original character and structure of its traditional stone buildings.

- Traditional farm buildings have been converted into energy efficient holiday lets with upgraded modern insulation.
- Heating and hot water are delivered by a rooftop solar thermal system.
- Rooftop solar PV panels provide energy to the barns during the day; a second PV system connected to storage batteries provides energy to the games room and nine glamping pods when demand peaks in the evening.
- Small, efficient gas boilers are used to back up the heating energy.
- A dual 22kW EV charging point is available for guest vehicles; electric vehicles are used for maintenance and housekeeping.



Energy continued

Maintenance

- **Check for leaks:** regular maintenance, or even basic weekly checks of heating and cooling equipment can save hundreds of pounds in both energy and asset replacement costs. Leaking boilers can struggle to maintain pressure and use more energy in trying to compensate. Left unattended, leaks can lead to expensive repairs or periods without heating. Air conditioning equipment should be inspected frequently to check for refrigerant leaks, which again reduce their efficiency and contribute significant greenhouse gas emissions.
- **Clean filters:** all machinery using filters, from air conditioning units to vacuum cleaners, uses more energy when the filters are dirty or blocked. In many cases, filters can be cleaned by hand but for more specialist equipment businesses can save money on regular maintenance by having spare filters to hand – it can be worthwhile to buy in bulk, and where applicable sharing the cost with other building occupiers.

Sensible short-term investments

Solutions that may involve higher up-front costs but pay off quickly.

Building efficiency upgrades

- **Implement a Building Management System:** a BMS provides live, real-time monitoring and control over a building's heating, cooling, lighting and even security systems. Installation costs are high, but it is important factor in the cost and emissions savings – on average a BMS can reduce energy consumption by 15-35%.
- **Update your boiler:** any boiler over 10 years old is cost effective to replace based on gas efficiency – modern condensing boilers are around 92% efficient compared with an 80% average for 2014. Although grants are available to support with the cost of a new boiler, it is worth considering if the money could go towards a gas free heating system such as an air source heat pump (see longer term investments below).
- **Prioritise energy-efficient equipment:** perhaps the easiest step to take for a business when replacing any machinery or appliances is to compare energy ratings or look for energy efficiency marks such as Energy Star; products such as computers often also state emissions data for direct impact comparison.

Decarbonised transport

- **Transition to low carbon company vehicles:** fuel use from a business's fleet is usually one of its highest emission sources. Most companies can afford to implement a staggered transition away from fossil fuels, starting with swapping diesel for hydrotreated vegetable oil (HVO) in existing vehicles as a bridging fuel, and prioritising a move to full electric for older cars and vans as they become due for replacement.
- **Install EV chargers:** whether or not you have moved to electric company vehicles, installing charge points can have multiple benefits such as supporting staff who drive electric cars, and generating additional income if made available to customers. Grants such as the Workplace Charging Scheme can help to offset initial costs.
- **Incentivise electric staff vehicles:** commuting counts towards business emissions, and colleagues should be encouraged to move away from fossil fuels themselves. Salary sacrifice schemes are available to support the purchase of an electric vehicle, and companies with EV charge points can offer free or discounted rates.

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Energy continued

Longer term investment

Larger scale projects to future proof your business.

Renewable energy generation

- **Investigate solar power and heating:** self-generation of renewable energy is the only way to truly decarbonise direct emissions. Rooftop solar panels can be added to most buildings without north-facing or shaded roofs and small businesses can generate up to 50% of their energy requirement. Although grants are available, scaffolding costs need to be considered as well as legislation. For businesses with car parks, solar car ports can be installed and can support EV charging. Payback for appropriately sized solar projects can take 5-8 years.
- **Battery storage:** installing batteries to store excess generated energy is the next step to energy independence and allows renewables to be used even when the sun isn't shining. Most large energy companies offer solar and battery packages for small businesses and will assess the space requirements and cost effectiveness.

Building fabric upgrades

- **Upgrade insulation:** improving insulation to walls, floors and ceilings can be costly, but the resulting building efficiency improvements can cut energy consumption by around 10%. This will usually pay back costs within 3-7 years. Consider using insulation made from sustainable materials such as wool or hemp for even more environmentally-positive actions.
- **Replace old windows:** similar to insulation, this is another costly but highly effective solution to preventing heat loss. Replacing old wood or UPVC windows as they fail with modern triple glazing units can save another 10% in heating energy; prices vary from £400-£1,200 per unit so a full building pay back can take up to 10 years.

Case study 3

Tewkesbury Borough Council, Tewkesbury

Significant investment in a clean energy future, using grant funds to combine on-site energy generation and removing fossil fuel heating.

- A solar canopy made up of 574 solar panels has been constructed over part of the staff car park.
- The canopy produces over 200,000kWh of renewable energy to run the Public Service Centre and community leisure centre.
- The project includes new LED car park lighting and a sustainable drainage planter.
- Air source heat pumps have also been installed throughout the council building (including the Public Services Centre) in order to replace heat generation from non-renewable energy sources.
- The goal is to have a carbon neutral building by 2030.

Energy continued

- **Electrify heating:** removing gas from the property is a major step towards decarbonisation, and for any business considering the replacement of traditional boilers it is worth assessing the benefits of an air source heat pump (ASHP). Installation costs for smaller properties can start from a few thousand pounds (similar to a new gas boiler) but stretch to tens of thousands of pounds for larger businesses. Grants are available to offset costs, and any investment decision should factor in the potential energy savings compared to old boilers.

Water

Responsible water consumption can have a more direct ecological impact than reducing energy, particularly for those businesses operating within a sensitive river catchment. The future of our water resources is becoming more unpredictable as demand increases against a backdrop of climate uncertainty. Although water is not currently subject to the same level of legislation or reporting requirements as energy and waste, there is an increasing expectation that businesses commit to conserving water, and most solutions are straightforward and cost effective.

Quick wins

Low or no cost solutions that can make an immediate difference.

Monitoring

- **Conduct a water audit:** start by reviewing historic water bills to establish a baseline usage pattern for the business and identify all water uses on the premises. Once you have mapped the water flows the next step is assessing what proportion of your bill is associated with each outlet to enable targeted saving opportunities. Third party assessors can support with this process by installing submeters.
- **Check for leaks:** regular maintenance is key to preventing wasted water. Check regularly for dripping taps or leaks in pipework and boilers. Even a slow drip can waste over 5,500 litres of water a year; catching these issues early could save £30-£50 a year per leak, and water prices are expected to continue to rise.

Simple swaps

- **Install low flow devices:** these devices are often free from water companies and restrict the volume of water used by taps, toilets and showers without affecting the pressure. Most modern toilets will already have a dual flush option, but using a cistern displacement device (essentially a block or bag to reduce the volume in the cistern) can save 2-3 litres per flush – that could save around £10 per employee per year.

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Water continued

- **Refuse the hosepipe:** if you have outdoor space or plants, replace hose watering with a drip irrigation system and prioritise using regionally appropriate plant species that don't require additional watering. Hoses can use up to 1,000 litres per hour and can quickly overtake laundry equipment if water usage is not controlled. Plants are also a great way to utilise any 'spare' water, such as leftover table water in restaurants and cafés.
- **Switch cleaning products:** many detergents and disinfectants require surfaces or floors to be rinsed with water after use – switching to waterless or natural products saves water and avoids harsh chemicals.
- **Use the dishwasher:** while it may be easier to wash up a mug by hand, filling a dishwasher and running it full at the end of the day is far more economical than manual washing, saving both water and heating energy.

Sensible short-term investments

Solutions that may involve higher up-front costs but pay off quickly.

Rooftop resources

- **Harvest rainwater:** the average UK domestic roof receives around 85,000 litres of water a year, free of charge. The equivalent volume in mains water costs over £500, and for larger business buildings the opportunity is even greater. Simple, cost-effective water butts or storage tanks can provide enough water for most plant irrigation. For additional investment, rooftop collection tanks and pumps can be installed and connected to the building as a non-potable water supply for flushing toilets. If you harvest significant amounts of rainwater, you could be eligible for a rebate of surface water drainage charges – check with your provider.

Case study 4

Cotswolds Range, Cirencester

Water is featured in the sustainability policy and treated as a valuable resource, benefitting the local wildlife populations.

- Rainwater is harvested from the rooftops and channeled into five large holding tanks across the site.
- Stored water is used to operate the toilets, saving six litres of water with every flush.
- Excess rainwater is used to irrigate plants, and feeds into two 40,000 litre ponds – important local dragonfly breeding grounds.

Water continued

Efficiency upgrades

- **Install sensor taps:** better for hygiene as well as saving water, hands-free sensor taps can lower water use by up to 30%. Prices start from as low as £40 per unit and a full swap out should pay back within 1-2 years.
- **Go waterless:** in customer and staff toilets, switching to waterless urinals may be an appropriate and highly effective solution. 80-85% of the initial costs will generally be paid off by the first year's water bill savings (reports suggest that automatic flushing urinals use up to 100,000 litres per year).
- **Replace old equipment:** at end of life, prioritise replacing dishwashers and laundry machines with efficient modern equivalents. A modern dishwasher uses less than 10 litres of water per wash compared to 25 litres in older machines, saving almost 4,000 litres per year.

Longer term investment

Larger scale projects to future proof your business.

Nature-based solutions

- **Natural wastewater treatment:** businesses with more extensive land availability should investigate the installation of water treatment ponds, wetlands, or reed beds. Systems like these harness nature to clean and filter wastewater to remove pollutants and suspended particles (including microplastics) while creating aquatic habitats. By processing wastewater on site, significant savings can be made on utility bills – water companies charge based on the assumption that 90-95% of the fresh water used by a property is then channelled into a public sewer. Apply for a rebate if you can demonstrate that more than 10% of your freshwater volume is diverted from manmade sewer systems.

Case study 5

Hawkwood, Stroud

An innovative alternative to processing wastewater using the power of nature instead of a septic tank or mains sewerage.

- 42 acres of sustainably managed public gardens and woodlands.
- Award-winning ecological water treatment system of ponds and wetlands managing all water waste from bathrooms, laundry, and catering.
- The wastewater is channeled through a system of five ponds, four of which have water features in the form of 'flowforms' that cleanse the water.
- After cleansing, the fluid is absorbed into a designated area planted with willows, which are harvested for basket-making.

Waste

Attitudes towards waste are changing and new legislation in the UK is supporting a move to a circular economy mindset, placing value on individual materials and keeping them out of the rubbish bin. Waste reduction has rapid financial and environmental impacts, saving money on weighed waste collections and significantly reducing associated emissions. Check your eligibility for government reporting such as Extended Producer Responsibility, Plastic Packaging Tax, and Simpler Recycling, which rolls out for most businesses in 2025.

Quick wins

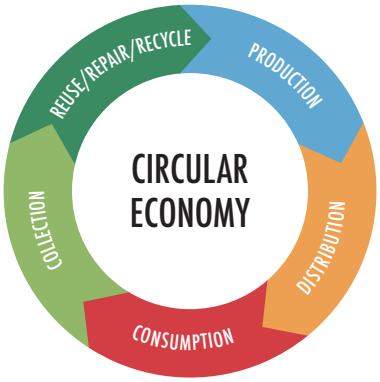
Low or no cost solutions that can make an immediate difference.

Identify opportunities

- **Establish potential waste streams:** conduct a waste audit to understand what types of waste your business generates (including harder to recycle materials such as electronics, print cartridges, textiles, or plastic films). This will identify key areas where waste reduction efforts can be focused.
- **Measurement:** if you have a waste contractor, they should provide your waste data on request or give you access to a customer dashboard; the most accurate data includes the total weight of each material collected. In shared buildings, request data from your landlord – they should already have a calculated apportionment for each area on site, and should be asked to provide one if not.
- **Implement a zero-waste policy:** once a list of all waste materials has been established, commit to reducing the volume of materials not being recycled. The gold standard is to remove the 'black bin' entirely by monitoring the materials going into it and gradually removing them from the business.
- **Beware of greenwashing:** some waste contractors promise "zero to landfill" which can reassure businesses that they can continue producing general waste as normal. In reality, very little local authority waste is landfilled – 87% of non-recyclable waste is instead incinerated, often to produce energy, but at the expense of greenhouse gas emissions. This is not a sustainable waste solution.

Rethink waste – the material value mindset

- **Circular economy:** a core principle of circularity is recognising that every material and resource has an inherent value that should be preserved, recovered, or enhanced.



Responsible businesses should take responsibility for keeping all materials, from supplies and packaging to their physical products, in a value recovery loop and avoid them entering waste streams.

Waste continued

- **Eliminate food waste:** 40% of our food supply is never eaten, and food waste accounts for up to 10% of global greenhouse gas emissions. Every business (even small offices) should aspire towards a zero food waste policy, and those that serve food should embrace the opportunity of using surplus to create new dishes. No food should enter a black bin bag; anaerobic digestion should be the last resort for anything local food banks cannot accept.
- **The 5 'R's:** you may be familiar with the original three 'R's – reduce, reuse, recycle – but even these simple steps are often misinterpreted and there are two important additions.
  - **Refuse:** the first opportunity to reduce waste is to avoid it entering the business at all. If your waste stream audit has identified problematic non-recyclable items that end up in the bin, trace them back to the source – challenge suppliers to deliver items loose or remove non-recyclable and unnecessary packaging, otherwise make the switch to more waste-conscious brands.
  - **Reduce:** where materials can't be refused, they should at least be minimised – this applies to recyclables too, much of which comes from everyday packaging. Buying supplies in bulk is the simplest way to reduce waste but is best avoided for food if it leads to uneaten surplus.
  - **Repair:** as well as maintaining business equipment for the cost savings on buying new, consider offering customer repair services if you sell physical products, and benefit from the enhanced customer loyalty.
  - **Reuse:** when purchasing supplies or consumables keep reusability in mind and ban anything 'single use' like coffee/water cups or cutlery. Prioritise longer life and/or refillable office items such as print cartridges.
  - **Recycle:** this is deliberately the final stage and should be a last resort once the above steps have been exhausted. This stage may also include 'rehoming' some items, such as textiles, through appropriate charities.

Case study 6

Campden Yurts, Cotswolds

Inspiring and enabling guests to reduce their stay's footprint and using waste innovation to add character to the site.

- Repurposing furniture, firepits, containers, and even wellies, adding character to the glamping site but also minimising waste by giving new life to old items.
- Clearly labelling bins for guests to make recycling easy; consistently producing more recyclables than landfill waste.
- Discouraging guests from bringing plastic water bottles, providing metal drinking flasks and glass carafes.
- Providing re-usable lidded storage containers for use in the fridges, reducing the need for cling film or tin foil.

Waste continued

Case study 7

Daylesford Organic, West Oxfordshire

Identifying waste hotspots and exploring innovative reuse solutions.

- Partnerships: Collaborating with charities to rehome and upcycle less common items such as wine corks, printer cartridges, IT equipment and textiles.
- Zero Food Waste: Surplus fruits and vegetables become jams and chutneys, while animal bones are transformed into nutritious soups, stocks and broths. Any remaining edible food is redistributed through charity partnerships; fruit and vegetable peels and skins are composted for use in the market garden.
- Product Innovation: Waste materials such as coffee grounds and pressed wine grapes are repurposed into sustainable skincare products by sister brand, Bamford.
- Zero-Waste Pantry: A dedicated section in the farm shop allows customers to fill reusable containers with pantry staples such as grains, pulses, cereals, dried fruits and nuts.

Sensible short-term investments

Solutions that may involve higher up-front costs but pay off quickly.

Customer-friendly actions

- **Go paperless:** very few businesses still need paper, and yet only 35% of UK SMEs have achieved the move to a paperless business. Digitising paperwork saves money on office consumables, makes records easier to find, and most importantly keeps customers happy – research from 2024 showed that over 60% of customers find automatic receipt printing to be wasteful. Electronic signatures, (optional) digital proofs of purchase and paper-free hotel experiences are now the expected norm, and increasingly accessible software for streamlining most other processes is quickly paid off from removing paper orders and improved operational efficiency.
- **Take back your waste:** while the onus for businesses should be on improving the repairability and recyclability of their products, in the meantime customers should not be left with the responsibility to dispose of hard to recycle materials (for example food or beauty pouches, plastic films or coffee pods). Customer takeback schemes can be as simple as providing drop boxes for businesses with physical premises or partnering with other companies with similar waste streams to economise on the onward recycling process.

Unlock your people

No sustainability strategy is complete without staff engagement; the success from implementing practical solutions to reduce energy, water, and waste is limited to how motivated your colleagues are to support the effort. Embedding sustainability into training and the wider workplace culture allows for greater cost savings, more efficient use of any new systems and, critically, higher team morale.

Sustainability culture

- **Communicate the vision:** whether the motivation is cost saving or preserving the environment or both, every member of staff should be exposed to messaging from senior leaders on why sustainability at work is important.
- **Involve the team:** embed sustainability into every role, either as a measurable objective or as a statement of expected behaviour, such as turning off lights and equipment in empty rooms and never walking past a dripping tap. Ask the team to decide on which sustainability campaigns to launch, and what tools they need for support.
- **Make a statement:** colleague engagement relies on seeing the business matching talk with walk – taking affirmative actions such as removing single use consumables or promoting electric vehicle commuting go a long way to making it feel like a genuinely sustainable workplace.
- **Promote low carbon travel:** simple gestures can reward and encourage behaviour changes such as installing covered bike racks or reserving the closest parking spaces for electric vehicles or car sharing to promote greener commuting. Nominating a monthly sustainability hero and showcasing their activities is a great morale boost.

Case study 8

Westonbirt, The National Arboretum, Tetbury

Unlocking the power of passionate colleagues.

- Dedicated green team, consisting of 10-15 members of staff from various departments with specific sustainability goals.
- These staff members are passionate sustainability advocates, initial action was stimulated by staff concerns regarding global issues.
- The team are empowered to make suggestions for solutions and add sustainability into day-to-day decision making.
- As a conservation business, they recognise that on their site, staff and visitors need to take responsibility beyond the trees – sustainability is seen as a collective responsibility.

Unlock your people continued

Staff sustainability champions

- **Recruit advocates:** it can be surprising how many existing colleagues are passionate about environmental and social sustainability; channelling this enthusiasm leads to greater success than forcing people to sign up. The most successful teams include a member of staff from every level of the organisation.
- **Support business investments:** internal champions or green team members are a critical component of maintaining momentum on waste reduction initiatives or monitoring building maintenance issues. They also make engaging trainers, and can help with supporting other colleagues to use new systems that may have cost thousands of pounds to install, but are ineffective if not implemented and monitored correctly.
- **Reward results:** set team targets aligned with the business goals to reduce energy, water and waste. Allocate financial incentives to hitting these targets, for example using some of the saved costs to fund a new staff facility (from a new coffee machine to installing a shower for cyclists) chosen by the team. One national retailer rewards achievements like this with scratch cards and lucky dip perks from a free lunch to an extra half day of holiday.

Signposting

A handful of helpful resources have been listed below, however further information is plentiful and readily available from your council, utility suppliers and local business growth hubs.

All information correct as of February 2025.

Energy

- **The Energy Saving Trust:** supporting businesses with energy efficiency strategies, research, assurance and communications https://energysavingtrust.org.uk/business/
- **The Carbon Trust:** support from footprinting and target setting to policy advice, strategy setting and programme delivery https://www.carbontrust.com/

Water

- **Waterwise:** an independent organisation championing water efficiency, with guidance for businesses including downloadable and print friendly staff resources https://www.waterwise.org.uk/

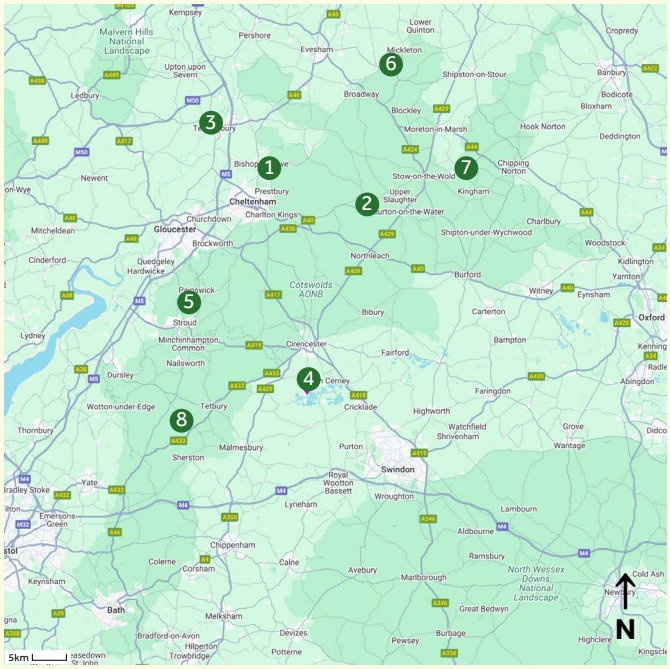
Waste

- **Waste and Resources Action Programme (WRAP):** guidance on waste reduction, recycling and the circular economy, broken down by material and industry https://www.wrap.ngo/resources
- **Government guidance:** further information on the incoming Simpler Recycling legislation and eligibility for other waste related obligations https://www.gov.uk/environment/waste-environment

Signposting continued

Funding

- **Boiler Upgrade Scheme:** grants up to £7,500 for the replacement of fossil fuel heating systems, e.g. with air source or ground source heat pumps and biomass boilers
  https://www.gov.uk/apply-boiler-upgrade-scheme
- **Green Loans:** most major banks offer loans (starting from £25,000) to fund 'green' project costs, often with cashback incentives. Check with your own bank first before exploring the alternatives:
  Barclays, Co-operative, HSBC, Lloyds, Natwest, Royal Bank of Scotland.



Case studies featured in this guide:

1. Ellenborough Park
   https://ellenboroughpark.com/about/sustainability/
2. Notgrove Holidays
   https://notgroveholidays.com/
3. Tewkesbury Council
   https://tewkesbury.gov.uk/
4. Cotswold Range
   https://www.thecotswoldrange.co.uk/greenpolicy
5. Hawkwood
   https://www.hawkwoodcollege.co.uk/about-us/
6. Campden Yurts
   https://campdenyurts.co.uk/sustainable-tourism-andglamping-getaways/
7. Daylesford Organic
   https://www.daylesford.com/discover/sustainability
8. Westonbirt, the National Arboretum
   https://www.forestryengland.uk/westonbirt-sustainability

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