# IFC-UK Sustainable Cooling Innovation Summit

# OCTOBER 3-5, 2023 // Birmingham UK









### Day 1: IFC TechEmerge Sustainable Cooling Pilot Experience and Lessons

#### Agenda

9:00-9:30am	Welcome Remarks						
9:30-10:15am	Large-Scale Commercial Cooling: Lessons from the Hospitality Sector						
10:15-10:30am	Break						
10:30-11:15am	Space Cooling: Residential and Small-Scale Commercial Operations						
11:15-11:30am	Break						
11:30-12:15pm	Storage and Off-Grid Solutions						
12:15-1:30pm	Lunch						
1:30-2:15pm	Advances in Long to Medium-Haul TCL						
2:15-2:30pm	Break						
2:30-3:15pm	Short-Haul and Last-Mile Innovations						
3:15-3:45pm	Wrap-up and Takeaways from Day 1						
4:00-5:00pm	Campus Tour IFC-UK Sustainable Cooling						
6:00-8:00pm	Dinner						

# **Welcome Remarks**



### TechEmerge - Accelerating adoption of technologies in emerging markets

TechEmerge brings together a wide range of stakeholders interested in adoption of innovative technologies in a specific sector, and...

...facilitates and supports their collaboration through a curated process for accelerating the adoption of new technologies



**Sustainable Cooling Innovation** 

#### **Financial Support**

- **Needs driven:** Technologies are screened and selected based on existing and future challenges and needs of the future users (corporates)
- **Fair and impartial: The** technologies are pre-screened and evaluated by a wide network of experts to minimize bias and conflict of interest



Health

#### **Technical Support**

- Confidence and risk mitigation: Curation and the follow-through support enables both the innovators and the adopters to increase confidence and minimize risks
- Leadership and support: IFCs involvement as a convener, curator, matchmaker, financier and advisor delivers results and increases potential for business



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**Disaster Resilience** 

### 4 years of experience > 5 regional project



### **COLD CHAINS**



### **SPACE COOLING**



### **RESULTS** so far globally....

# 30+40+45+60+\$8+ millionTech Companies Adopting CompaniesTechnologiesPilots / Field TestsFinancial & Tech Support

## 15% - 80% energy/cost savings

Achievable w. new technology

# **2+ million tons GHG**

Unearthed potential avoidance

### **\$65+ million** Financing raised by innovators

# \$2+ million

commercial contracts under negotiation

# \$100 million District Cooling

*investment platform in India (Tabreed:\$75m + IFC: \$25m)* 



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30+ business relations

formed between participants

40+ tech progressing in TRL

One patent filed

# **Challenges still remain!**



Access to reliable and sustainable energy supply

- Need a paradigm shift: Energy is More Than Electricity
- INTEGRATION
- "Cooling Systems"
  > Requires good engineering
  > "mission critical" environments not conducive for testing

 $\succ$  Cooling Tech vs.



- Skills is a big barrier for scaling adoption
- Skills gap persist at all levels (engineering, technician, users)



### Needs and gaps is much higher than other climate change technologies

**Innovation and R&D** 

Innovation is scarce -> Need more entrepreneurs

R&D in Cooling Technologies

- Processes
- > Materials

Commercialization

≻Testing
≻Refine

>Integration

"valley of death"

Scale-Up

 Growth Finance
 Cooling-as-a-Service (CaaS)
 Long Term Financing
 Blended/Concessional Finance
 Transition public subsidy
 IFC-UK
 Sustainable Cooling Innovation Summit 1. Engage - Talk

- 2. Share Learn
- 3. Collaborate to innovate !!

# THANK YOU for joining us in making COOLING SUSTAINABLE !



### Session 1.1

### Large-Scale Commercial Cooling: Lessons from the Hospitality Sector



### **Session 1.2**

### Space Cooling: Residential and Small-Scale Commercial Operations



#### **Channelizing the Power of Technology**

Pilot: Technology transfer and co-design of HMX's DAMA integrated with TECAM's Air-Handling Unit (AHU).



HMX•··

The core technology of the HMX's innovative solution is based on the next-generation *Dry Air and Moist Air* (or DAMA<sup>™</sup>) heat exchanger, which is a cross-flow plate-type polymeric exchanger. Pre-cooling of warm (ambient) air takes place in two steps: Indirect evaporative cooling (IEC) in the DAMA followed by Direct Evaporative Cooling (DEC).



**TECAM** is a Colombian manufacturer of air conditioners and refrigeration systems and has a presence in over 10 countries across the Central and South America.



The HMX-DAMA integrated hybrid air handling unit (AHU) at the TECAM pilot site in Cali, Columbia.

- Efficiency of AHU improved up to 38% depending on climatic conditions
- Great potential for application in <u>dry</u> climatic conditions across Andean region
- Can even completely replace refrigerants
- Cooling applications in commercial and industrial settings



#### **Cooling & Air-Conditioning: Powered by Nature**





Modular 2.5 kW capacity, multi split Purix solar cooling system.

Pilot: installation of the Purix solar based system at convenience shop



Installation at convenience store of 120 m2 in size:

- 1. Installation (retrofit) 15 kW Purix solar thermal absorption cooling system (six modules, ea. 2.5 kW)
- 2. Integration of a patented 60 kWh PCM based thermal energy storage system (Direct-Contact technology)
- Reduction of energy consumption by cooling system by 70%
- > Phasing out the R410 = > 46% reduction in GHG (8.1 tones CO2e per annum)



#### **Network & Partners in Mexico**

PURIX sustainable cooling & thermal energy storage systems





#### System Combination of Solar Based Air-Conditioning

Pilot: installation of the system in 3 CUCS buildings (COVID and Pathology Labs and Language Center Classroom)



Innovation: **system combination** of solar based air-conditioning with DC compressor, use of lower GWP R32 refrigerant and bi-polar air ionization system.



71 schools and 156,324 students : HVAC represents > 80% of the energy consumption.



- Reduction of energy consumption in HVAC by 58-83%
- Better air conditions for students
- Improved air quality control for lab
- > High replicability potential in rural schools with hot weathers and good sun irradiation



### Session 2.1

## **Storage and Off-Grid Solutions**



Pilot: Cold Store with adsorption cooling by biomass



**GreenCHILL**<sup>™</sup>stand-alone biomass-based refrigeration for short or long-term storage, aggregation or ripening of F&V and flowers. The absorption technology combined with a biomass gasifier to provide hot water to drive the adsorption cycle with R717 refrigerant. This is a natural refrigerant with zero ODP and zero GWP and can maintain a temperature range between 0°C – +25°C



**Bigbasket** is one of India's largest online food and grocery store and is owned by Tata Group. The company operates in more than 30 cities in India and processes around 15 million orders per month

Reduction of energy consumption by cooling system by 90%
 No CFC gas = > Reduction in GHG (160 tones CO2e per annum)



Installation of a GreenCHILL™ units of 14KW cooling system



Harnessing the Power of Sun to Cool

Pilot: Mobile cold store and precooler powered by solar with thermal energy storage system



Ecofrost Solar powered cold room solution with IoT helping farmers to extend life of perishables & reduce wastage



Agvest is an agri-financing company providing support to the farming sector specially for infrastructure development



Ecofrost 5 MT Cold Store and Precooler

Improvement in freshness of crops and extension of shelf life by 7 days
 Zero energy consumption



Trailer mounted Ecofrost 5 MT Cold Store, Precooler, and solar panels in the farm at the Agvest pilot site



# ecofrost

Smart IoT enabled solar cold room ensures reduction in food waste, increase in shelf life, market reach expansion and higher earnings.



### Success Story (IFC Unit – Ogun, Nigeria)

With ecofrost Solar Cold Room, Farmer's produce was kept fresh and able to fetch better price

cucumbers so far inside the unit



 Farmers have sold commodity in Mile 12 market

#### Value

and bags

Proposition Storage of commodity inside the cold storage when glut situation observed at Market

Value Proposition Storage of commodity inside the cold storage when road conditions are not good because of continuous rain





Irawo Farming Community in Ijebu-Ode axis of **Ogun State** is getting benefits of Solar based Cold Room solution.

#### Affordable Farmgate Cold Store

Pilot: Extension of shelf life of yam in low-cost cold store



**KSR** & a local construction company **Penuel** designed a low-cost and readily deployable storage facility for cold storage of perishable produce. The facility has been built using adobe bricks, known for being durable, fireproof, and having high thermal mass.

- 1. 150 Sqm Adobe building
- 2. Temperature range +13 to +17 deg C
- 3. Crated Storage
- 4. Power backup



**TAK Logistics Ltd** is part of TAK Group, a value chain service provider (including manufacturing, commodity trading, logistics, storage etc.) in the agro-industry in Nigeria







- Extension of shelf life of Yam by 4 months
- Wastage saving of 42% as compared to control barn representing 19MtCO2 savings
- More testing underway



#### **Cooling Powered by Waste Heat**

Pilot: Cold store with absorption cooling by waste heat of generator with LPG standby



An **Air-cooled Absorption Chiller**, powered by waste heat from the exhaust of a generator, microturbine, or biomass burner, delivering free cooling, heating and water-making

Multi chamber store of 120 m<sup>2</sup>:

- 1. Installation of a 17.6kW ZERO2COOL absorption cooling system
- 2. Chilled water "entropic storage®" for power optimization
- 3. Storage suitable for cooling as well as fresh air circulation/air handling



**TAK Logistics Ltd** is part of TAK Group, a value chain service provider (including manufacturing, commodity trading, logistics, storage etc.) in the agro-industry in Nigeria



ZEERO2COOL schematic diagram

- Reduction of energy consumption by cooling system by 95%
- Zero GWP/ODP refrigerant = No CFC gas/forever chemicals = > Reduction in GHG



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### **Session 2.2**

### Advances in Long to Medium-Haul TCL



#### Cooling Longer with Combined Sustainable Technologies

Pilot: Long-Haul solar powered trailer with PCM based thermal storage system



The refrigeration technology is based on PCM technology, charged at a loading station (the thermal batteries can operate approx. 20-24 hrs. on a full charge). A primary power backup system (for charging the thermal batteries once depleted): Li-Ion batteries, initially charged from the grid at the loading station. A secondary power backup system (for charging the Li-ion batteries once depleted): a PV system, installed on the top of the container.



With 250 vehicles in its fleet, **TAK Logistics** is continuously expanding its distribution network and its services in the cold transportation and storage sector.



One of the leading dairy companies in Nigeria, testing the ATC technology for ice cream products transportation.



The ATC hybrid technology truck at the pilot site.

33% Reduction of energy/fuel consumption
 Long journeys of 1000 km without cold chain interruption



#### Cooling More Sustainably with Phase Change Material

Pilot: A Phase Change Material Based Refrigeration for Short and Medium-Haul Cold Transportation & Cold Storage



Refrigeration based on PCM technology charged at a loading station. The thermal batteries can operate approx. 20-24 hrs. on a full charge without any support of fossil fuel or electricity



**L&Z Integrated Farms Ltd.** is a dairy company that sets up dairy farms and milk processing facilities along with distribution of dairy products across Nigeria



**Kennie-O-Logistics** is a logistics company focused on storage and transportation of perishable commodities



Amo Farm Sieberer Hatchery Ltd. is part of Amo Group and produces high-quality day-old chicks and point of cage pullets & processed poultry products



**Aliar** is a Colombian agri-industrial company that produces pork and beef, from early stages to processing and retail under the **La Fazenda** brand



PCM plates mounted on a transportation truck for medium haul

- Integrity of cold chain for the full transportation duration of 12-24 hrs
- 100% Reduced fuel consumption on cooling system in route
- Full autonomous operation of cold store on solar power, maintains the freshness of F&V
- Reduced dependence on diesel generator by 100% in cold store



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#### Sustainable Cooling in refrigerated Container Transportation

Pilot: A Phase Change Material Based Refrigeration for Short and Medium-Haul Cold Transportation



The solutions from **TESSOL** were installed on three 14-foot refrigerated delivery trucks. The trucks were operated in Delhi, Mumbai, and Kolkata to test performance across divergent weather conditions.







Snowman Logistics Limited, India's leading integrated temperaturecontrolled logistics service provider, specializes in providing warehousing, distribution, and other valueadded services

TESSOL PlugNChill Solution

- Eutectic (PCM) vehicles used for deliveries to be made within 12 to 14 hours with multiple drops or 20-24 hours for single drop
- These vehicles are suitable for temperatures as low as -25C for ice cream to temperatures as high as 16C to 25C for chocolates

Energy savings and corresponding operational expense savings of up to 70%
 Increased efficiency with longer delivery runs optimizing the use of PCM stored energy



### **Session 2.3**

### **Short-Haul and Last-Mile Innovations**



#### Air-conditioning Powered by Nature

Pilot: Testing PCM at three types of application (last mile TCL, restaurant, outlet)



Proprietary PCM material (liquid form) for different solutions



**Starr** has used the PCM to provide autonomy to the freezers in retail outlets and restaurants.

Starr has also used it for temperature-controlled intercity logistics for pharma products

### -controlled intercity <sup>o</sup> pharma products







Pharma fridge (above) and self-contained cooler

#### Restaurants and retail outlets:

48 hours of autonomous freezing for the restaurant/outlet requirements (with only 3-4 hours of charging)
 30% of energy cost reduction

#### Last Mile:

70 hours of autonomous work maintaining range of 2 to 8°C



#### Solar Power on the Go for Cooling

Pilot: Solar powered refrigeration for tricycle for last mile delivery of various temperature-controlled products



Cold chain solution based on solar powered refrigeration for last mile delivery



L&Z for delivery of yoghurt in Kano

Fan Milk for delivery of ice cream to its retail vendors

**Food Concepts** for delivery of frozen pie to its Pie-Express outlets



Tricycle mounted with refrigerated container with solar panels, Li-ion battery & pay load of 400 kgs

100% Reduction of energy/fuel consumption for cooling system
 Reduction of food waste and improved access in rural areas



#### **Passive Cooling with Phase Change Materials**

Pilot: Use of PCM based thermal batteries for short and last mile temperature-controlled logistics

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Phase Change Material based Thermal Battery technology uses modular components similar to rechargeable batteries to store and release energy in a controlled manner

LøZ () Câm

**L&Z** used PCM based truck for delivery of yoghurt from Kano to other cities in radius of 500-600km

**Cam Dairy** is delivering small quantities of milk and yoghurt from Abuja to Lagos in 24-28 hours and also for local last mile delivery in Abuja





TESSOL boxes with PCM cartridges being loaded for last mile distribution

#### Short Distance & Last mile:

24 hours of temperature-controlled delivery without consumption of fuel
 45% cost reduction



### Day 2: Market Trends and Enabling Environment Agenda

9:30-10:00am	Keynote Address
10:00-11:00am	Emerging Sustainable Cooling Innovations
11:00-11:15am	Break
11:15-12:00pm	Cooling as a Service (CaaS) /Localization
12:00-1:00pm	Lunch
1:00-1:45pm	Private Sector Financing for Cooling Innovation
1:45-2:00pm	Break
2:00-2:45pm	Public Sector Financing for Sustainable Cooling
2:45-3:00pm	Break
3:00-3:45pm	Enabling Environment and Support Structures
3:45-4:00pm	Break
4:00-5:00pm	How Businesses Benefit from Gender Equality in the Cooling Sector & Skilled Workforce
5:00-5:30pm	Takeaways from Day 2
6:30-8:30pm	Dinner

**Building** a

Sustainable Cooling Innovation Summit

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### **Session 3.1**

# **Emerging Sustainable Cooling Innovations**



### Session 4.1

## Cooling as a Service (CaaS) /Localization



**Electrochemical Water Treatment System** 

#### E.S.T - Elgressy Scale Treatment

Chemical-free solution to cooling tower treatment



- 15% reduction ~8,836 m3 in makeup water
- 100% reduction ~9,000 m3 less softening water
- > 100% eliminating chemicals use





6% energy saving ~ 156 tCO2
\$110,000 cost savings

- Tecnológico de Monterrey
- 100% chemicals ~ 8,000 liters use eliminated
- > 100% salt ~61 tons use eliminated





#### Solar Power on the Go for Cooling

Pilot: Solar powered refrigeration for tricycle for last mile delivery of various temperature-controlled products









Tricycle mounted with refrigerated container with solar panels, Li-ion battery & pay load of 400 kgs



- Fan Milk for delivery of ice cream to its retail vendors
- Food Concepts for delivery of frozen pie to its Pie-Express outlets



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Buy my product?

LøZ



CaaS ?



#### Tabreed: One of the world's largest public listed cooling utility

Footprint & Impact		<b>Cooling Services</b>	provid	ler to sev	eral iconic l	Primary Shareholders			
	<b>89 plants</b> In 5 countries						MUBADALA	engie	
	<b>1.35 million RT</b> of delivered cooling capacity	Abu Dhabi	She Grai	eikh Zayed and Mosque	Dubai Mall	Dubai Metro	Government of Abu Dhabi's investment fund	Largest independent power producer (c. 100 GW) and leader in low-carbon services.	
		Burj Aldar HQ Khalifa	י ר	Etihad Towers	World Trade Center	Ferrari World	Asia Presence through IFC Partnership		
	<b>450 MN+</b> Sft of area served					-	<b>O</b> tabreed	() IFC	
							75%	25%	
	1.0 GW	Project design and deliveryTechnology and OEM agnostic Strong R&D and Innovation Focus Life-cycle cost view				gnostic tion Focus	Tabreed Asia Central Cooling		
	Power infrastructure avoided <b>2.3 billion kWh</b> energy consumption saved in 2022 compared to alternatives <b>1.4 mn tons</b> Elimination of CO2 emissions in 2022 vs alternative approaches	Financing & Capital Structure	<ul> <li>\$4</li> <li>Inv</li> <li>Gr</li> </ul>	4 BN Cons vestment reen Bonc	solidated Ass Grade (Fitch Is Financing	set Base n-BBB) Framework	Company, Singapore		
			<ul> <li>Capital recovery through tariffs over 25-30 years</li> </ul>						
CO <sub>2</sub>		Operations track	<ul> <li>SLA/KPI based service delivery</li> <li>Automation, Unmanned, Central</li> </ul>			delivery , Central	Cooling Innovation Lab		
		Centralized	tea • 25 • 99	ams 5 years, ol 9.8% cumu liability	dest plant in Ilative avera	n operation age	TECH EMERGE	<ul> <li>Market Enabler</li> <li>Adopter</li> <li>Innovator</li> </ul>	
		Maintenance	<ul> <li>In- rel</li> </ul>	In-house with minimal OEM reliance					

Reliability Centered Processes

### **Session 5.1**

## **Private Sector Financing for Cooling Innovation**



### **Session 5.2**

## **Public Sector Financing for Sustainable Cooling**





### Session 6.1

## **Enabling Environment and Support Structures**



#### Holistic approach to cold chain development



PLANNING Planning Ag-Energy-Cooling integration in development plans to create favourable environment



POLICY AND REGULATION Government support for coldchain, catalysing & championing incentives; standards, funds, etc



PUBLIC AWARENESS Benefits of produce cooling, good practice & user guidelines for all stakeholders



Holistic & integrated approaches needed to overcome fragmented activities & build Affordable, Effective & Sustainable Cold Chains



CAPACITY BUILDING Technical up-skilling & operations support for energy & cooling as a service providers plus farmers MARKET LINKAGES Support farmers, Energy & Cooling providers in accessing markets and stakeholders



TECHNOLOGY & INNOVATION Cutting edge technology proven fit for purpose, utilizing digitalization of

utilizing digitalization of finance / remote monitoring & produce/payment tracking



PARTNERSHIPS Stakeholder engagement within and beyond Agriculture -Cooling -Energy sector actors





#### DATA ANALYTICS

For productivity, demand & value chain assessments, investment prioritisation, stakeholder mapping



#### ACCESS TO APPLIANCES Ensuring availability & affordability of quality appliances / equipment



#### ACCESS TO FINANCE Financing for famers & MSME/ SME energy & cooling as a service providers



- Implement technical projects for ozone protection under the Montreal Protocol and Kigali Amendment, promoting natural refrigerants and energy-efficient appliances in the RAC sector. Work on behalf of German Ministries BMZ, BMWK, BMUV and other donors, e.g., EU, AFD, NAMA, etc.
- > Proklima provide support in the areas of:



**Policy advice** 





capacity building

- Activities in all areas are required to establish an enabling environment for green cooling innovations, thereby accelerating the transition towards a sustainable cooling sector. Examples include;
  - National Regulation for license & quota systems for import, venting ban, public procurement regulation, obligation for operators to provide for recovery and recycling, MRV of frequency of system checks e.g., through a central operators' registry,
  - Pilot and incentivize technology transfer towards sustainable alternatives, for example through tax-reductions or grants, enforcing suitable containers (not single use) for transporting the substances
  - Standard or domestic certificate requirement to qualify technicians, include natural refrigerants in curriculum to facilitate transition, incentive scheme for technicians to return used and collected refrigerants to reclamation facilities /collection utilities









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#### **Cold Chain R&D Facilities**



- 20 cold & CA rooms
- 2 environmental test chambers
- Robotics & IOT testing



Virtual tour: <a href="https://www.youtube.com/watch?v=e3B51uGDyrc">https://www.youtube.com/watch?v=e3B51uGDyrc</a>

### Session 7.1

### How Businesses Benefit from Gender Equality in the Cooling Sector & Building a Skilled Workforce



#### Access to Cooling: big challenge and opportunity

- 3.2 billion people are at risk due to no access or inefficient cooling in 54 high-impact countries (SEforALL's <u>Chilling Prospects: Tracking Sustainable Cooling for All 2022</u>)
  - over 1 billion people are at high risk from a lack of access to cooling including 1.17 billion in poor rural and urban areas
  - **2.2 billion** are at risk due to inefficient cooling
  - Critical 9 countries (Bangladesh, Brazil, China, India, Indonesia, Mozambique, Nigeria, Pakistan, Sudan): 772.2 million people at high risk due to a lack of access to cooling
- More women than men are impacted : in 2022 more than 719 million poor rural and urban women and 448 million men in the same category were at high risk due to lack of access to cooling and increasing heat waves.



### **Câmpions of Real Dairy**



- All our milk comes from pastoralist suppliers. When we talk about pastoralists, we mean anyone who cares for livestock. In Nigeria, 95% of our 20.7 million cows are owned by the Fulani ethnic group, who believe that "the man owns the cow and the woman owns the milk." Many of these households live in extreme poverty on less than \$1.90 a day and do not have access to electricity.
- Business model unites: Pastoralists Câm Rangers – Milk Aggregation Centers – Dairy production – Training – Customer Deliveries
- Reaches 195 women (17 employed at Câm and 178 pastoralists)
- With TechEmerge tested TESSOL and INDAFRE solutions together with L&G





### Your Virtual Cold Chain Assistant



Ease smallholder farmers access to cold storage through:



Cooling-as-a-Service



Digitalisation: Coldtivate app



Capacity building

Collaborating with local technology providers in India, Nigeria, the Philippines









Cold **Hubs** 

Promote a more gender-inclusive approach:

- Your VCCA gender strategy
- Gender-sensitive design
  - Mobile app
  - Operators' manual
  - Comic strip
- Inclusive training sessions



LEAP ENERCY







yourvcca.org





- Strong evidence suggest that diversity and inclusion pays off:
  - Companies in the top-quartile for gender diversity on executive teams were 21% more likely to outperform on profitability and 27% more likely to have superior value creation.
  - There is a penalty for opting out. The penalty for bottom-quartile performance on diversity (gender, ethnics and culture) - 29% less likely to achieve above-average profitability than were all other companies.
- Over 15 million people are employed worldwide in the HVAC/R industry, but women are highly under-represented: only 6%

Why so few and what companies can do about it?



#### Strengthening your well-being together

Unites **5,000** professional technicians and **150+** member companies since 1981

#### Key activities:

- R&D Innovation Center (CIDARE)
- Training facilities
- National and International projects and events
- Lead the Federation of Associations in Ibero-America

#### Gender Gap study in Mexico and Colombia:

- 5-8% of women (similar to global industry)
- Existing gender gaps: lack of awareness and discriminative practices (77%), lesser opportunities for women on promotion and existing payment gap (75%)

We need to make sure profile of the industry is attractive for female talent







# Our Diverse Tomorrow: Gender Equality in Action at CHALET HOTELS LIMITED

# CHALLET

### MILESTONES SO FAR...

- In the fiscal year 2022-23, women make up 33% of the senior management team at the Corporate Office.
- As of the fiscal year 2022-23, women constitute 17% of the overall workforce, including employees and workers.
- Chalet Hotels has been listed in the 2022 and 2023 list of 'India's Best Workplaces™ for Women 2022 – Midsize' by Great Place to Work® India.





The Westin Hyderabad HITEC City stands as Chalet's pioneering hotel with an entirely female staff.

Fostering employee empowerment through the creation of policies centered around employees, offering learning and development platforms, and promoting diversity, equity, and inclusion.



Learning & Development
 Employee Satisfaction (GPTW)
 Health & Safety
 Human Rights Due diligence

EQUAL OPPORTUNITIES

- Enabling PoliciesEqual opportunity
- Human Rights

> POSH





### **Our Diverse Tomorrow: Gender Equality** in Action at CHALET HOTELS LIMITED





- CHALLENGES SO FAR... Traditional Industry Norms: The hospitality industry has historically been male-dominated, which can make it difficult to break traditional gender roles and expectations.
  - ✓ Recruitment and Retention: Attracting and retaining female talent in the hotel industry can be challenging, especially in roles traditionally associated with men, such as chefs or maintenance staff.
  - ✓ Work-Life Balance: The hotel industry often involves irregular working hours and demanding schedules, which can pose challenges for women, particularly those with caregiving responsibilities.
  - ✓ Gender Bias: Gender bias and discrimination can persist in hiring, promotions, and daily interactions within hotels, creating a hostile or unwelcoming environment for female employees.
  - ✓ Lack of Female Role Models: The absence of female role models in leadership positions can discourage women from aspiring to higher positions in the industry.
  - ✓ Equal Pay: Ensuring that women are paid equally for the same roles and responsibilities can be a challenge, as pay gaps have been prevalent in the industry.
  - ✓ Training and Development: Providing equal opportunities for training and career development can be difficult, especially when there is limited support or mentorship for female employees.
  - ✓ Workplace Safety: Ensuring a safe and harassment-free workplace is crucial for gender diversity. Addressing issues of harassment and ensuring that employees feel safe reporting incidents is essential.
  - ✓ Cultural Sensitivity: In some regions, cultural norms and values may impact the inclusion and advancement of women in the workforce. Sensitivity and adaptability to local cultural contexts are necessary.
  - Changing Organizational Culture: Transforming the organizational culture to be more inclusive and supportive of gender diversity can be a long and challenging process.
  - ✓ Measuring Progress: It can be difficult to track and measure progress in gender diversity initiatives, making it challenging to demonstrate the effectiveness of these efforts.



Sustainable Cooling Innovation Summit

CHALFT

### Day 3: Agenda

Key takeaways from the Summit 9:00-9:30am **Group Discussion** 9:30-10:30am 10:30-11:00am **Closing Remarks** 11:00-12:00pm Celebration 12:00-1:00pm Lunch 1:00-5:00pm | Networking or Visiting Tyseley Energy Park

