Post Ranch Inn
BIG SUR

Climate Action Plan

Post Ranch Inn's Guide to Net Zero Stewardship

"Responsible tourism is about making better places for
People to live in and better places for people to visit."

Harold Goodwin, father of responsible tourism

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Post Ranch Inn a carbon neutral property

Even before Post Ranch Inn opened its doors in 1992, sustainability has been a primary tenet and core value of how we design, work, and grow. Situated on 100 acres of pristine land on the Big Sur coast, Post Ranch is a present-day steward of a long legacy that came before us when William Barnard Post homesteaded Post Ranch in the 1860's. Our commitment to sustainability has not waivered since we opened Post Ranch in 1992. As the impacts of climate change continue to increase with rising sea levels, wildfires, rains, and droughts, we are committing to more ambitious goals towards making Post Ranch Inn a net zero emissions property.

As a hospitality destination, we have impacts - both positive and negative. We intersect with nearly every sector of our economy from agriculture, energy, housing, construction, transportation and more. People from around the world stay in our hotel rooms which were built with the natural environment in mind. Our Tree Houses were built to protect the roots of surrounding redwood and oak trees; our sod roofed Ocean Houses were built into the side of the hillside to blend into the landscape, and also demonstrate that passive solar architecture can improve the energy efficiency of a hotel room. We employ a community of over 200 staff and provide subsidized housing on property to many members of our staff and their families as well.

To help offset the carbon emissions that we genearate, in 2009 we built a 990-panel solar system, which was the largest hotel solar system in California at that time, producing over 350,000 kWh per years of energy production.

In mid-2020, Post Ranch implemented a comprehensive indoor air quality management plan to ensure that our guests experience the highest level of comfort and safety. We partnered with one of the leading experts in the field of air quality to design a customized program specifically for Post Ranch Inn.

The key to Post Ranch's success in promoting a sustainable and regenerative economy is ensuring buy-in from our staff and guests, engaging them in meaningful ways to become part of our story, and inspiring them to set an example for others to follow.

Our Climate Action Plan is a tool, a roadmap, and a guide to support us in every endeavor to keep our footprint light and contribute to actions that result in real change.

This is an invitation to all. Together we can affect change with care, innovation, action, and creativity.

In your review of this information, please share your comments with us, but most importantly, take action and share with your immediate community.

Mike Freed

Founder and Managing Partner

How to use this Document

FIRST AND FOREMOST

This document is designed primarlity for the use of our team members of Post Ranch Inn. It is meant to serve as a Climate Action Playbook for both our operations team, AND it is for any hospitality destination (and their vendors) that wish to embark on the path to becoming a more sustainable and regenerative business.

NET ZERO

At Post Ranch, we define “Net Zero” as a reduction of greenhouse gas emissions to as close to zero as possible, with any remaining emissions being re-absorbed from the atmosphere by natural processes, such as those ocurring in oceans and forests. On property, our operations, guest activities and experiences, transportation to and from Big Sur all generate carbon emissions. Through behavioral change, utilizing new innovations and technologies, and supporting climate leadership at every touch point of our business, we are committing to reducing our emissions close to a Net Zero level. While some actions generate emissions, others can offset emissions. We intend to be a “living lab” to illustrate, with metrics and case studies, both our negative and positive impacts.

THE FIRST SECTION

The first section of this document outlines specific areas in our hotel operations where our actions can yield positive climate outcomes. It details the sustainable practices we have implemented since our opening in 1992, our strategies for developing more regenerative actions, and the specific measures we are currently undertaking or planning to adopt to reduce our environmental impact.

THE SECOND SECTION

The second section discusses how Post Ranch monitors and evaluates our progress as we work toward our goals.

THE THIRD SECTION

The third section of the document includes tools to help you create your climate action goals, useful definitions, and helpful resources.

Our hope is that in reading this document, others will craft a course of action in their own special and unique corner of the world.

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Climate Action Leadership at Post Ranch Inn

Post Ranch Inn launched the Climate Action Leadership Committee in the beginning of 2022. The Committee is comprised of a mix managers and employees as these individuals have boots on the ground and know their departmental needs best. Post Ranch ownership is committed ensuring that the Climate Action Plan initiative projects flow upward and are not directly influenced by top-down management.

Committee Purpose:

- to ensure that Post Ranch maintains climate action engagement among team members, our community and our guests.
- to create a forum of and for cross-property representation
- to share current Climate Action information, with our challenges, opportunities, wins, losses across the property, in departments, with guests, and/or the community at large
- to create plans of action for new climate actions or to revise existing ones
- to initiate opportunities for further Climate Action education and engagement
- to have fun, learn, and share.

All departments were asked by ownership to closely review their departments and identify changes that can be made as Post Ranch strives to be Net Zero. All departments identified short, mid and long-term project priorities. Budgets were created and approved by ownership for implementation in 2022 through 2030. The Committee meets once a quarter to review progress.

We reveal our current and future climate action goals in the following pages, each of which illustrates areas of focus led by the Post Ranch Team members – each a climate leader.

Goal: reduce well water consumption

Our current climate actions since 1992

ON-SITE WELLS

Post Ranch Inn monitors and tests the seven on-property wells, weekly, to ensure that they are not over-pumped or overused. Two wells are used for irrigation and serve as a hold for fire mitigation, if needed. Unlike water from a municipal system, the water from these two wells is also untreated, preventing small amounts of chemicals from being added into the environment. This irrigation well water is returned directly into the ground, helping to restore ground water reserves. Water from the other five wells is treated and used throughout the hotel, our employee housing and the Big Sur Fire Brigade building.

LANDSCAPING

We prioritize water-efficient landscaping, focusing on native and drought-tolerant plants that are tended with organic fertilizer.

GUESTROOMS & LAUNDRY

In our guestrooms, water is conserved using low-flow showerheads, water faucets, and toilets. Guests can opt out of receiving daily new linens and towels which contributes to further water reduction. All employee housing features low flow showerheads, water faucets and toilets. Our housekeeping team run full loads of laundry to maximize water usage.

GREYWATER SYSTEM

Post Ranch created the first commercial greywater system approved in Monterey County through a pilot program in the State of California. Currently all of our greywater goes through a double-filtered system before released into the septic field. All of the benefits of greywater include, but are not limited to, the reduction of freshwater extraction from our wells, providing nitrification for three (3) acres of the property, replenishing groundwater and using less energy than pumping fresh well water.

Goal: reduce well water consumption

Our climate action commitments by 2030

Water used in the hospitality industry accounts for approximately 15% of the total water use in commercial and institutional buildings in the United States.[1] Post Ranch currently uses 23,500 – 27,500 gallons of fresh well water per day. While Post Ranch's water reduction activities are already aggressive, we are trying to further reduce water usage by 10%. Our new water reclamation projects include:

GREYWATER SYSTEM

The Post Ranch Maintenance team will be finishing up a final water reclamation project that will offset 4,000 gallons/day of fresh well water. This water could be used in the gardens around the mercantile, post gallery, lap pool, and possibly the chef's garden with additional filtration.

(1) EPA Watersense

Deep dive

GOAL: REDUCE WELL WATER CONSUMPTION

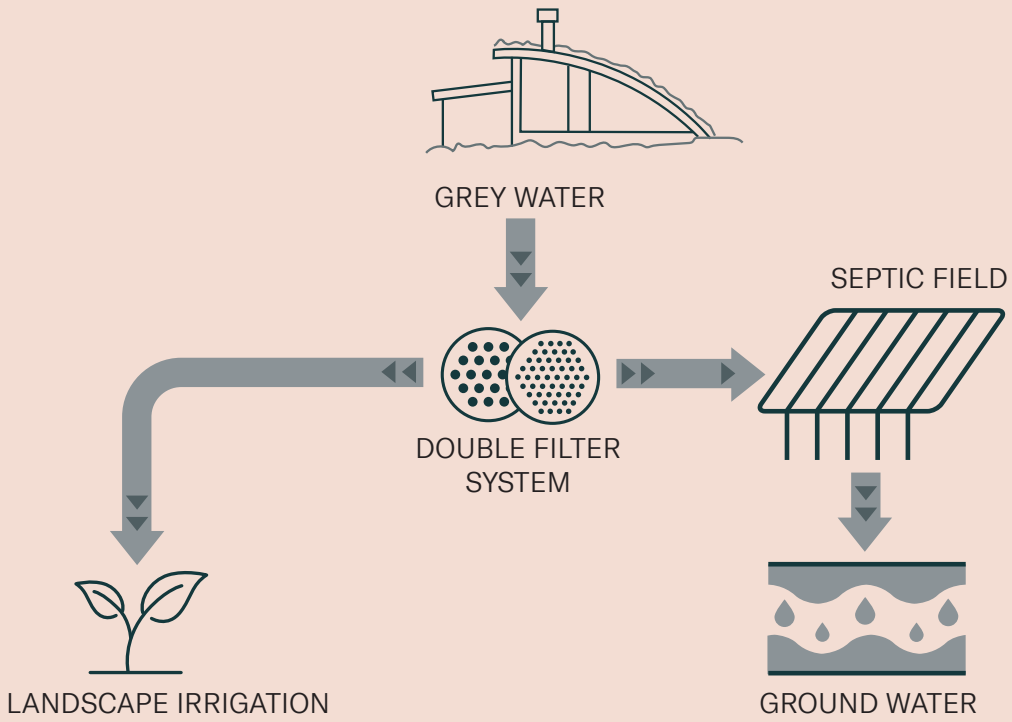
Use of a Septic System at Post Ranch reduces Water Consumption

A septic system provides an effective and self-contained way of treating and disposing of wastewater. When water is used, it goes down the drains and into a buried septic tank. The septic tank is a watertight container that separates solid waste from the water. Solid waste settles at the bottom, while the lighter materials like oils and grease float to the top. The remaining liquid, known as effluent, passes through a double filter system and into the drainfield.

The drainfield, also called a leach field, is a network of perforated pipes buried in the soil. The effluent slowly seeps out of these pipes and into the ground. As it passes through the soil, it gets naturally filtered and treated by microorganisms, which help break down bacteria. This way, the soil acts as a natural filter and purifier.

The sustainable aspect of a septic system lies in its balance with the environment. It doesn't rely on energy-intensive pumping stations or treatment plants, reducing the carbon footprint associated with centralized sewer systems. Septic systems also promote water conservation since the treated effluent recharges groundwater.

HOW IT WORKS



SAVINGS WHEN USING A SEPTIC SYSTEM

WATER

rely on groundwater for septic system operation.

CO_2

reduces carbon footprint by the minimal operational infrastructure.

ENERGY

no need for energy-intensive sewer infrastructure, such as pumping stations or treatment plants.

Goal: create less waste

Our current climate actions since 1992

RECYCLING AND WASTE MANAGEMENT

Sierra Mar Restaurant fills 8 to 10 5-gallon buckets of food waste each day diverting approximately 29% of our waste from the landfill. Buckets are gathered daily and transported to a compost field on property. All food waste is turned and mixed to help speed up the decomposition process and aerate the pile. Within 120 days the compost soil is ready to be used in the Chef's Garden and around the property. In 2023, we had our compost tested by an outside party and were pleased to find that the material has a very good carbon to nitrogen ratio of 12.4. This indicates that there will be a lot of available nutrients in the first year, enhancing soil fertility and supporting healthy plant growth.

Sierra Mar collects all of their cooking oils and fats and deposits them into a vat provided by SeQuential. In turn, SeQuential converts the oils/fats into biodiesel, a clean-burning and eco-friendly alternative to petroleum that is usable in any diesel engine.

In every Post Ranch and guestroom, we have simplified recyclable collection by providing wastebaskets lined with recycled paper instead of plastic bags. Additionally, recycling bins are conveniently placed for guests to deposit any recyclable items. We have recycling bins in our maintenance and housekeeping facilities, as well as in employee break rooms.

NO SINGLE-USE PLASTIC

Single-use plastic bottles are not used anywhere on the property. Instead, guests are provided with fresh water in glass bottles in their room. Since the mid-1990's each guest also receives a Post Ranch branded stainless-steel water bottle to use while on property and to take home.

We purchase biodegradable soaps, shampoos, and lotions in bulk and use refillable containers in all guestrooms to further minimize waste and reduce single-use plastic.

Our current climate actions since 1992

PURCHASING

When making purchases, the products we buy are eco-friendly and reusable when possible. Preference is given to purchasing environmentally superior products and office materials. Purchasing products is done in bulk whenever possible to minimize packaging, preferably in recyclable or reusable containers. Incoming packaging materials are saved and reused for shipping. By proactively requesting more sustainable options from our vendors, we've observed a positive shift: they are now offering organic and sustainable products in anticipation of our preferences.

SOAP RECYCLING PROGRAM

In 2022, we downsized our guestrooms biodegradable soap bar from 2 ounces to 1. In January 2024, we established a partnership with Clean the World. Through this collaboration, we collect used soaps from our guestrooms and return them to Clean the World for repurposing. Clean the World then distributes these repurposed soaps to those in need worldwide.

Goal: create less waste

Our climate action commitments by 2030

Hotels in America produce roughly 1.9 billion lbs. of waste each year, and more than 50% of it is food waste.[1] Post Ranch is committed to reducing consumption of both natural resources and the products we use on a daily basis. Understanding that there is and will always be waste we cannot avoid, we work to manage it in the most sustainable ways possible. Our waste reduction projects include:

REDUCING PAPER CONSUMPTION

Currently our front desk still uses paper to print check-in and check-out billing documents. We have identified a digital platform to be used on iPads which will provide a less wasteful and more efficient check-in process. Guests can also check-in prior to arrival and review their bill before departure. This software will be finalized, and staff trained in Q1 2025.

RECYCLING AND WASTE MANAGEMENT

Our maintenance department is working on expanding our on-site recycling program, which includes staff housing. Educating the staff about the difference between waste and recycling is crucial to the success of this initiative. During our review of how to dispose of compostable plates, cups, and cutlery that do not break down in the backyard compost environment on our property, we learned that 1) Monterey County Waste Management does not have a compost route in Big Sur, and 2) these compostable products need to be sent to a commercial composting facility. Unfortunately, Monterey does not have a commercial compost facility, which means we currently have to dispose of our compostables in the trash. That said, these items will break down much faster than traditional paper or plastic.

CONSOLIDATED PURCHASING

We are consolidating our purchases within the shipping/receiving department, the exception being food purchases, which are made by our restaurant. Along with the consolidation, in Q1 2025, we are establishing a new program to keep track of all purchases and allocations at Post Ranch. This will eliminate extra purchases and allow a key department to review opportunities for sustainable purchases.

REPLACE COFFEE SYSTEM

We have been reviewing our in-room coffee product (Nespresso) with the goal of using reusable pods instead of the single-use pods and also to provide a more sustainable coffee alternative.

(1) The Environmental Impact of Hotels (2012)

Deep dive

GOAL: CREATE LESS WASTE

Benefits of a Composting Program

Composting is the combining and managing of specific waste materials so they can decompose. Once the materials are mixed together, microbes in the soil will start to breakdown the waste and develop into the nutrient-rich material that helps plants grow. By composting, you are creating something that helps keep plants healthy, while also keeping compostable waste products like food scraps and yard waste out of landfills.

BROWN MATERIAL TO PRODUCE CARBON

A compost pile requires brown materials like dead leaves, branches + twigs, sawdust or wood chips, coffee filters, cotton + wool rags, shredded piece of paper, cardboard or newspapers and shredded nut shells.

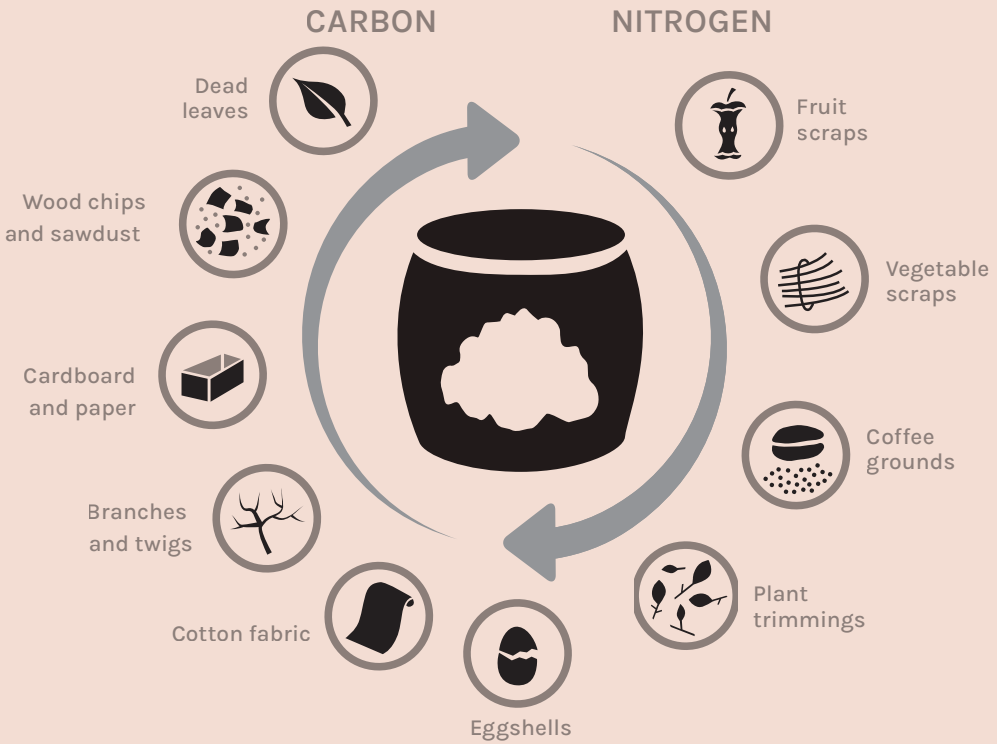
GREEN MATERIAL TO PRODUCE NITROGEN

A compost pile also needs green materials like grass clippings and leaves, fruit + vegetable scraps, hair, lint, tea and coffee grounds.

WHAT NOT TO COMPOST

Items that do not easily break down and should not go into a compost pile include coal or charcoal ash, diseased or insect ridden plants, pet waste, bones, meat, fats, oils, dairy products and eggs (eggshells are ok). All of our compostable plates, cups, cutlery, etc. need to be put into a waste bin as they will not break down in a backyard composting set up.

HOW IT WORKS



BENEFITS OF COMPOSTING

REGENERATIVE

provides a wide variety of nutrients to the soil.

CO_2

reduces greenhouse gas emissions that contribute to climate change.

WASTE

reduces the amount of waste that will need to be recycled or sent to landfills and incinerators.

Goal: use less energy

Our current climate actions since 1992

SOLAR PANELS

In 2009, Post Ranch installed a 990-panel solar installation that originally produced approximately 375,000 kWh of pollution-free electricity per year, which was estimated to reduce carbon emissions by approximately 600,000 pounds annually. At the time this was the largest hotel solar project in California. Our solar panel system produces approximately 30% of the Inn's electric needs.

ELECTRICITY PURCHASE

The balance of the electricity needed to power Post Ranch (that our solar system does not produce) is purchased from Central Coast Community Energy (CCCE). We use their 3CE Prime Resources Mix which is comprised of 50% Wind and 50% Solar and is 100% traceable.[1]

TRANSPORTATION INCLUDING HYBRID AND ELECTRIC VEHICLES

Post Ranch reduces energy consumption by transporting guests in fuel-efficient 2024 RX 500h F Sport Lexus-hybrid vehicles through our relationship with Lexus.

Our bellmen drive around 30 miles a day, and with the plug-in hybrid's range of around 37 miles, we theoretically shouldn't use any gas on the property.

Guests can take the Lexus hybrids for test drives, but due to the time range limit, gas is never needed. Additionally, we have 6 universal ChargePoint stations available for any guest to charge their electric vehicles. Our entire housekeeping fleet is all-electric, further reducing our carbon footprint.

32% of our staff live on the property and can walk to work, minimizing vehicle emissions. Our Human Resources, Reservations, and Finance Departments are located in Carmel, saving those team members an almost 2-hour drive to and from Big Sur.

(1) CCCE statement for 2022

Our current climate actions since 1992

ARCHITECTURE

When Post Ranch was built, great consideration went into the design so as to utilize Big Sur's environment. Building orientation and operable windows enhance natural ventilation and provide fresh ocean breezes. A protective film was placed on ocean-facing windows to reduce the sun's harmful effects, maintain room comfort, and save energy. South-facing windows in guestrooms have been tinted to lower energy use. Natural light and ventilation are maximized to ensure guest comfort and energy use.

LIGHTING

LED and low-voltage lighting are used throughout the property, including those in our guestrooms and in the restaurant. Our housekeeping staff turns off all lights when leaving guestrooms after turnover and turndown. All guestrooms were designed to allow for maximum natural light and south-facing windows in guestrooms have been tinted to reduce energy usage.

Goal: use less energy

Our climate action commitments by 2030

Hotels are one of the country's highest energy consumers per square foot. It is estimated that across America's roughly 47,000 hotels, the average guestroom incurs nearly $2,200 in energy costs per annum.(1) Energy consumption represents between 3 and 6% of hospitality operating costs and is responsible for 60% of its CO_2 emissions(1). Our new energy reduction projects include:

NEW FLEET OF VEHICLES – ELECTRIC AND HYBRID

Lexus introduced an all-electric vehicle in 2023. We currently have all-electric 2023 RZ 450e for guests to test drive alongside the hybrid 2024 LC 500h. In 2023, our Guest Relations Director assessed the all-electric RZ 450e to determine if it could accommodate both guest luggage and comfort as a bellman's vehicle. This 2023 all-electric model did not meet our requirements, and we will reassess with the 2025 Lexus all-electric vehicle release.

ADDITIONAL EMPLOYEE HOUSING

Post Ranch has received approval to build 9 more employee housing units. Reducing staff commuting in their cars on CA-1 offers numerous environmental benefits, including less traffic, reduced fossil fuel consumption, and more.

SMART THERMOSTATS FOR ENHANCED ENERGY EFFICIENCY

Post Ranch is reviewing smart thermostats for our guestrooms. These advanced thermostats use occupancy sensing technology to continuously scan the room for motion and body heat. When guests are present, they have full control over the room temperature. When guests leave the room, the thermostats enter 'setback mode,' allowing room temperatures to drift naturally by a few degrees, reducing HVAC runtimes by an average of 35%. We will be installing Honeywell INNCOM thermostats in two rooms in Q1 2025 to test their effectiveness.(2)

(1) Energy Star
(2) Honeywell Inncom Thermostat

Our current climate actions by 2030

SOLAR PANEL SYSTEM

Given that we are currently producing only 30% of our energy from our existing solar panel array, Post Ranch is planning a significant upgrade to our solar panel system to reduce our energy needs. While the upfront investment for solar panels can be expensive, even with tax incentives and subsidies, the long-term economic and ecological returns far outweigh the costs.

Unfortunately, the California Public Utilities Commission (PUC) has approved PG&E's plan to reduce incentives for solar installations, requiring Post Ranch to disconnect its system for up to two years while PG&E researches the impact of doubling the size of our solar system. Despite this setback, we are committed to upgrading our system with the goal of going off the grid by 2029, when our incentives run out. This upgrade is a critical piece of our sustainability strategy, ensuring a more self-sufficient and environmentally friendly energy future.

INDUCTION COOKING SYSTEM

Since 2022, Sierra Mar's Director of Culinary has been collaborating with a test kitchen to understand the nuances of induction cooking and to test various appliance brands. Induction cooking generates very little heat, which helps reduce HVAC use in the restaurant. Transitioning from gas to induction cooking will significantly lower Post Ranch's carbon footprint.

However, we face a challenge in upgrading to induction cooking due to the increased electricity demand, which exceeds our current generation capacity and the amount we can draw from PG&E. Despite this, we are committed to finding solutions to overcome these obstacles, as the environmental benefits of induction cooking are substantial.

Deep dive

GOAL: USE LESS ENERGY

Moving to Induction in Sierra Mar Restaurant

Research clearly shows that induction cooktops are more energy efficient: gas cooktops are about 40 percent efficient; electric-coil and standard smooth-top electric cooktops are about 74 percent efficient, and induction cooktops are 84 percent efficient.(1)

It's also faster to heat food or liquids on an induction stove versus a gas stove (5.8 seconds vs 8.3 seconds to boil water in one experiment). When boiling water, natural gas releases 1.16 pounds of CO_2, compared to just 0.29 pounds with the induction stove.

Other benefits include:

PRECISE TEMPERATURE CONTROL

Short cook time. No need for constant adjustments

COOLER AND SAFER WORKING CONDITIONS

Induction cookers give off practically no radiant heat. No need for HVAC to cool kitchen. No burn injuries.

INSTANT HEAT

Minimal pre-heating necessary for all cooking applications.

EMITS NO FUMES

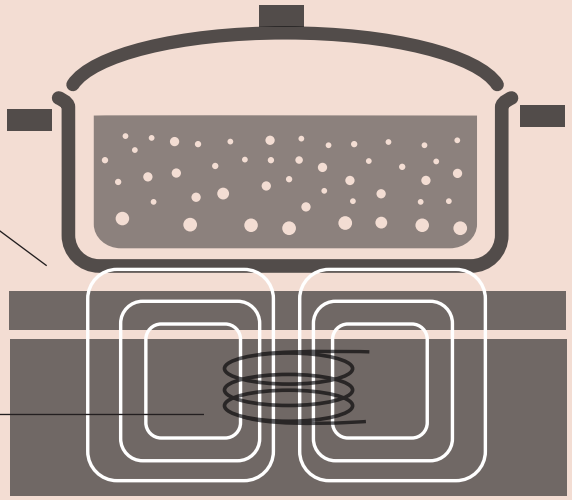
Reduced exposure to nitrogen dioxide (NO_2), carbon monoxide (CO), particulate matter, formaldehyde (HCHO) and Methane (CH_4).

HOW IT WORKS(2)

Heat is produced due to the resistive quality of the metal against the induced current.

When properly controlled, this method is capable of generating precise amounts of localized heat. When a steel vessel is placed in close proximity, an electric current is 'induced' in the steel.

Induction cookers produce an alternating magnetic field using a copper coil that is fed current at a specified frequency and power level.



INDUCTION COOKING SAVES YEARLY(2)

TIME

more than 50% energy savings when compared to gas open cooktops.

CO_2

heat goes directly into the food and not the environment.

ENERGY

cooking time is reduced.

(1) Leafscore eco-friendly-kitchen
(2) InductionGreenHeat

Goal: protect natural ecosystems

Our current climate actions since 1992

At Post Ranch Inn, we support a unique and flourishing natural environment where flora, fauna, and people thrive. Our 100-acre site includes 90 protected acres of open space and is home to a vast number of native species, including several that are rare, endangered, or threatened. To ensure the wellbeing of these species, an extensive program of activities is in effect, including conservation, site management, habitat protection and enhancement, employee and contractor training, and guest education. We employ outside resources (including a biologist familiar with Monterey County's habitats and special-status species, who reports regularly to the U.S. Fish & Wildlife Service) to monitor and help guide our efforts.

FLORA AND FAUNA CONSERVATION PLAN

Post Ranch and its neighboring lands feature 13 diverse plant communities, including forest, shrub, grassland, and aquatic habitats. In particular, these environments are home to two species protected by the Endangered Species Act through the U.S. Fish & Wildlife Service:

California Red-legged Frog, which breeds in the aquatic habitat of Post Ranch's pond in the center of the property, is considered threatened;

Smith's Blue Butterfly, which feeds and breeds in the Sea Cliff Buckwheat found in the California sagebrush scrub habitat on a west-facing slope below the Sierra Mar restaurant is endangered mainly due to habitat loss.

Post Ranch undertakes various measures to protect these species and enhance their habitat, including:

- Revegetate the pond and adjacent areas to restore emergent wetland and native scrub habitat for the California Red-legged Frog
- Implement water quantity and quality enhancement measures for the pond
- Eradicated crawfish and non-native fishes in the pond
- Plant buckwheat starts to restore native habitat
- Eradicate various invasive plants, including French broom and others

A conservation easement has been recorded to ensure that 36 acres of butterfly and frog habitat are protected, and the easement is monitored by the Big Sur Land Trust.

Our current climate actions since 1992

FOREST MANAGEMENT

Post Ranch Inn has been active in the identification of Sudden Oak Death in Big Sur, participates fully in efforts to remove diseased trees, has planted a new oak tree for each that succumbs, and promotes the health of the forest with assistance from an ecologist and independent scientist. As part of these efforts, a study was conducted with three objectives. First, soil acidification in and around oak trees showing symptoms of Sudden Oak Death and poor health was mapped and measured compared with soil conditions in and around healthy oaks. Second, suitable non-toxic nutritional strategies were applied to reduce soil acidity and nutritionally bolster the trees' natural immune systems and health without using toxic pesticides. Finally, the results were objectified and recorded.

Forest management is an ongoing project designed to maintain healthy woodlands and protect flora and fauna. Activities include regular clean-up of debris, pruning, and recovery of fallen trees chipped to use the inn's pathways.

Over 150 redwood and oak trees and other landscaping have been added, providing privacy, wind protection, shade, and beauty.

FALCONRY PROGRAM

Post Ranch's Falconry program, hosted by Master Falconer Antonio Balestreri, offers guests an educational experience about regional birds of prey, including the endangered California Condor. Antonio, one of the few falconers in California with a Falconry Education Permit, provides insights into both the ecological challenges these birds face and the ways in which humans can support their survival. Guests enjoy the thrill of close encounters with these majestic birds while also learning about important conservation efforts, such as the California Condor Reintroduction Program.

EDUCATION PROGRAMS

Other educational programs we offer at Post Ranch include guided walks through the property, tour of the Chef's garden, forest bathing and others.

Goal: protect natural ecosystems

Our climate action commitments by 2030

The hospitality industry can be marked as one that monetizes the natural beauty of destinations and destroys habitats by sealing the ground with ugly development. The hotel sector, responsible for 21% of all the ecological footprint generated by tourism, is a major contributor to the loss of local biodiversity.[1] Our natural ecosystem projects include:

POLLINATOR PROGRAM

We hope to be bring beehives back onto the Post Ranch property in 2025. Honey bees, along with other pollinators, are critically important to maintaining plant diversity, soil stability, and species richness. Fruit and seed yields increase when many bee species are present, whether in undisturbed ecosystems or in crops such as apples or almonds, where pollination by both honey bees and native bees generates greater yields and higher quality fruit.[2]

ESSELEN TRIBE

Post Ranch is actively engaged with the Esselen Tribe of Monterey County, which became land-full in 2020 with the purchase of 1,200 acres in Monterey County. We have an archaeological report identifying areas within the Post Ranch property where the Esselen Tribe historically inhabited. We are committed to protecting this land to honor and preserve the tribe's heritage.

(1) Science Direct, Environmental approach in the hotel industry: Riding the wave of change, 2.1. Hotels and sustainability
(2) USDA, Bolstering Bees in a Changing Climate

Deep dive

GOAL: PROTECT NATURAL ECOSYSTEMS

Why should we care about the Red-legged Frogs in Big Sur?

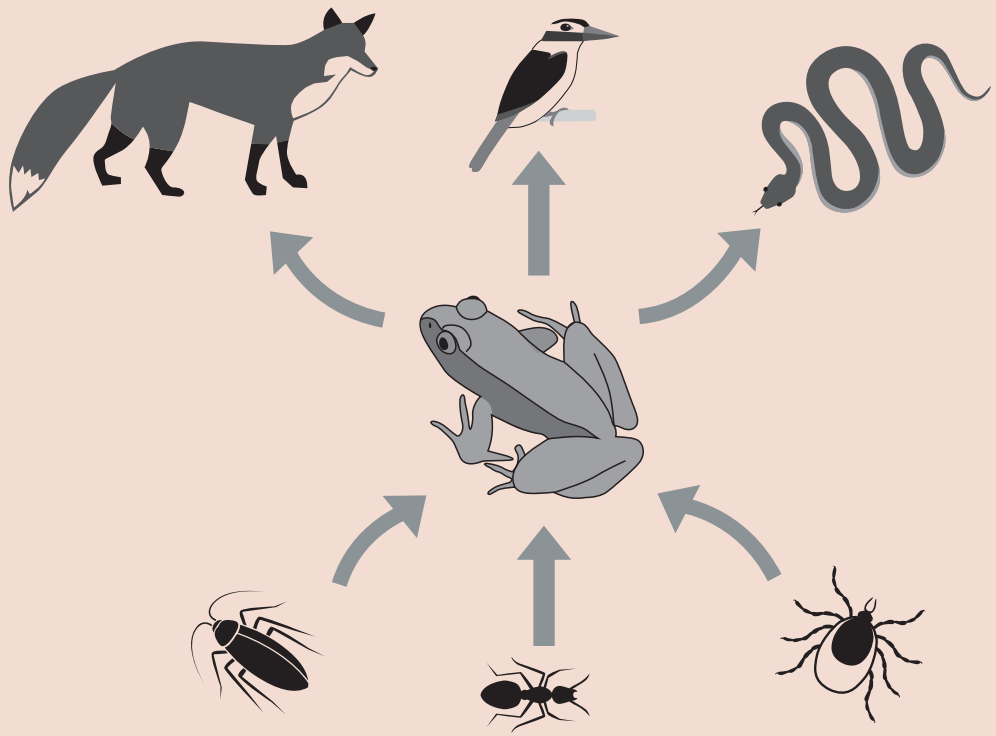
The California Red-legged Frog was federally listed as threatened in 1996. Conservation efforts have been undertaken by various federal, state, and private organizations to reduce impacts and establish protective policies to ensure the resilience of this species (U.S. Fish and Wildlife Service 2002). Housing construction, agricultural development, invasive species, water diversion, drought, diseases, and pollution affect the health of the Red-legged Frog and the entire ecosystem. The Red-legged Frog prefers aquatic habitats such as creeks with still water, marshes, and ponds such as those found at Post Ranch.(1)

Red-legged Frogs are essential for native flora and fauna because they are a keystone species in many ecosystems including Big Sur. As predators, they help control populations of insects and other invertebrates, which can significantly impact the abundance and diversity of other species in the food web. Additionally, Red-legged Frogs are a food source for various predators, including birds, mammals, and snakes, and their eggs and tadpoles provide food for fish and other aquatic organisms. Through their role in the food web, Red-legged Frogs help maintain the balance and health of ecosystems.(1)

The frogs hold significant cultural importance to many California and Pacific Northwest Indigenous communities. The frog is considered a sacred and powerful animal and is an integral part of these communities' cultural traditions, stories, and practices.

(1) biologicaldiversity species/amphibians

IMPORTANCE OF A KEYSTONE SPECIES FOR ECOSYSTEM BALANCE



BENEFITS OF KEYSTONE SPECIES

INDICATORS

of habitat health as they are often the first to be affected by degradation of an ecosystem.

ENABLES

other species to survive. Stabilizes the ecosystem.

CONTROLS

population of insects and other invertebrates.

Goal: reduce surface and airborne pollutants

Our current climate actions since 1992

HOUSEKEEPING CLEANING PRODUCTS

Post Ranch Inn uses biodegradable, hypoallergenic and herbal detergents, and cleaning agents. To maximize water and energy efficiency, only full loads of laundry are washed. Guests can participate in these conservation efforts by displaying an in-room magnetic sign on their door, indicating a change of linen is not necessary that day.

NO PESTICIDES OR HERBICIDES

We do not employ chemical pesticides or herbicides on the property and rely instead on cedar-based, pump-spray products, and natural predators (such as bats) that live in the area.

AIR QUALITY PROGRAM

Post Ranch worked with air quality specialists across the nation to devise an air flow and purification system that can be replicated by other commercial buildings ranging from hotels and restaurants to schools. Post Ranch invested in this intel and made the findings open source for other properties to adopt. Post Ranch took extra steps to provide a healthier and sustainable indoor experience for all guests, staff and visitors. HEPA air filters (Mila and Wynd) are maintained and monitored for optimal performance in all public spaces. The efforts taken by Post Ranch were highlighted in a Washington Post article that can be read here. How one restaurant's experiment may help diners breathe safely

LOW AND ZERO-VOC[1] MATERIALS

Post Ranch uses low VOC-emitting materials to reduce indoor air contaminants' amount, including adhesives, paints, coatings, and carpeting.

(1) Volatile organic compounds (VOCs)

Goal: reduce surface and airborne pollutants

Our climate action commitments by 2030

According to the Environmental Protection Agency (EPA) indoor air quality is often 2 to 5 times more polluted than that of outdoor air and included in this pollution is a variety of pollutants such as carbon monoxide, formaldehyde and other volatile organic compounds (VOCs), and indoor particulate matter. These airborne pollutants can be produced into the environment from many sources inside of a hotel room such as the furniture in the room, the cleaning products used to disinfect the environment, and even brought in from occupants on their clothing, luggage, etc. These pollutants can have a potentially adverse reaction on human health when ingested into the human body – these symptoms can range from acute to severe depending on the amount of exposure[1]. Our reduce pollutant projects include:

HOUSEKEEPING CLEANING PRODUCTS

While the products Post Ranch use to clean laundry and rooms are sustainable, we continue to review new products found during our own research or as suggested by our current vendors and distributors. We have a detailed google document that records the products and our review.

For many years, we used an environmentally friendly and safe laundry product line. However, we encountered issues with the bedding and towels not getting sufficiently clean, leading to frequent replacement of soiled linens and towels and purchasing new ones. In 2023, we switched to a new product line that is slightly less eco-friendly as the previous product, but we are experiencing significantly fewer staining problems and less disposal of items. This experience highlighted the challenges of balancing cleanliness standards with environmental and health considerations in the hospitality industry.

In 2022, while researching more sustainable products for guest rooms with our current vendors, we found that they took our questions seriously and conducted their own research to help meet Post Ranch's sustainability goals. For example, knowing we were looking for quality sustainable toilet paper, one of our vendors introduced a new product option that they did not have before.

While researching sustainable toilet paper options without losing softness, we tried a few bamboo toilet paper products. The softness was a win, but we experienced problems with our septic system, making the bamboo products not viable.

LOW AND ZERO-VOC MATERIALS

Post Ranch is very aware of the environmental impacts of remodeling rooms. We will continue to be aware of the products we use and how to dispose of the waste created during any room refresh project.

(1) EPA: Indoor Pollutants and Sources

Deep dive

GOAL: REDUCE SURFACE AND AIRBORNE POLLUTANTS

With a little research we can all make better choices when choosing the cleaning products we use in our work place and home. Look at ingredients to understand why they are included, but the number of ingredients used speaks volumes. Tide Original laundry detergent, #1 in sale in the USA, has 52 ingredients, most of which are harmful to the environment, compared to the 3 ingredients in the Aqua Systems Laundry Sour product Post Ranch uses.

In the hospitality industry, the housekeeping department plays a crucial role but can also impact air quality negatively, especially when operating washing machines and using products with toxic chemicals. At Post Ranch, we took the initiative to research and test various products to ensure they were safe for our team members and the environment while still being effective at cleaning bedding and towels.

Post Ranch now uses Aqua Systems' product line, including their Laundry Sour detergent, and we have seen a significant reduction in the need to repurchase linens. Aqua Systems commitment to sustainability aligns with our values, ensuring that we maintain high cleanliness standards while protecting the environment and supporting a sustainable future.

To learn more about ingredients in the products you use and the EWG rating click their website or download the EWG's Healthy Living app on your iPhone or android.

USING ECO FRIENDLY CLEANING PRODUCTS HELPS REDUCE(1)

TOXIC INGREDIENTS

1 in 3 chemical cleaning products contain an ingredient that can harm human health.

CHEMICALS

6.2 billion lbs of chemicals used to manufacture traditional cleaning products.

WATER POLLUTION

70% of American streams contain laundry detergent ingredients.

#1 USA LAUNDRY DETERGENT IN SALES = TIDE $2.4 BILLION(2)

TIDE LIQUID

LAUNDRY DETERGENT ORIGINAL

F

Score of **F** from the Environmental Working Group

TOP SCORING FACTORS: Some concern for Government enforceable restrictions; chronic aquatic toxicity; developmental / endocrine / reproductive effects

Certifications/Endorsements: None

Known Ingredients

1. Sodium Borate **F**
2. Colors **F**
3. Monoethanolamine Citrate **F**
4. MEA-Laureth Sulfate **D**
5. Trimethylsiloxysilicate **D**
6. Simethicone **D**
7. Phenylpropyl Ethyl Methicone **D**
8. 2,2'-Stilbenedisulfonic Acid, 4,4'-Bis[(4-Anilino-6-Morpholino-S-Triazin-2-Yl)Amino]-, Sodium Salt **D**
9. 2,2'-Iminodiethylamine **D**
10. Fragrance **D**
11. Ethanolamine **D**
12. Aziridine, Homopolymer, Ethoxylated **D**
13. Lilial **D**
14. Hexyl Cinnamal **D**
15. Oxacyclohexadecenone **D**
16. Terpineol **D**
17. Ammonium Alkyl Sulfate (C10-C16) **C**
18. Alcohol Ethoxylates (C12-16) **C**
19. Alkyl Benzenesulfonic Acid Monoethanolamine Salt (C10-C16) **C**
20. Sodium Cumenesulfonate **C**
21. Fatty Acids, Methyl Esters, Sulfonated, Sodium Salts (C12-18) **C**
22. Methyl Di-T-Butyl Hydroxyhydrocinnamate **C**
23. Pentasodium Dtpa **C**
24. Alkyl Benzenesulfonic Acid Monoethanolamine Salt (C10-C16) **C**
25. Linear Alkylbenzyl Sulfonates (C10-16) **C**
26. Alcohol Ethoxylates (C10-16) **C**
27. Mea-Lauryl Sulfate **C**
28. Sodium Laureth-3, 6 Sulfate **C**
29. Alcohol Sulfate, Sodium Salts (C10-16) **C**
30. Polyoxyalkylene Substituted Chromophore (Blue) **C**
31. Polyoxyalkylene Substituted Chromophore (Violet) **C**
32. 2,6-Dimethyl-7-Octen-2-Ol **C**
33. Verdyl Acetate, 4,7-Methano-1h-Inden-6-Ol, 3a,4,5,6,7,7a-Hexahydro-, Acetate **C**
34. Acetoxydihydrodicyclopentadiene (Mixture Of Isomers) **C**
35. Beta-Ionone **C**
36. Benzyl Acetate **C**
37. Cis-2-Tert-Butylcyclohexyl Acetate **C**
38. Dimethylheptenal **C**
39. Ethyl 2,2-Dimethylhydrocinnamal **C**
40. Gamma-Nonalactone **C**
41. Gamma-Undecalactone **C**
42. Hexyl Acetate **C**
43. Linalool **C**
44. Tetramethyl Acetyloctahydronaphthalenes **C**
45. Formic Acid, Calcium Salt **B**
46. Hydrogenated Castor Oil **B**
47. Amylase **B**
48. Beta-Mannanase **B**
49. Subtilisin **B**
50. Sodium Formate **B**
51. Amylase, Alpha- **B**
52. Sodium Citrate **A**
53. Monoethanolamine Citrate **F**
54. Propylene Glycol **A**
55. Water **A**
56. Ethanol **A**
57. Polyethyleneimines Alkoxylated **A**

EWG Report for Tide Original

TIDE PURCLEAN

LAUNDRY DETERGENT, FREE

F

Score of **F** from the Environmental Working Group

TOP SCORING FACTORS: Some concern for Government enforceable restrictions; chronic aquatic toxicity; developmental/endocrine/reproductive effects.

Certifications/Endorsements: USDA Certified Biobased

Known Ingredients

1. Sodium Borate **F**
2. Aziridine, Homopolymer, Ethoxylated **D**
3. Sodium Lauryl Sulfate **C**
4. Alcohol Ethoxylates (C12-16) **C**
5. Lauramine Oxide **C**
6. Alkyl Dimethyl Amine Oxides (C10-16) **B**
7. Subtilisin **B**
8. Amylase **B**
9. Beta-Mannanase **B**
10. Amylase, Alpha- **B**
11. Lauric Acid **B**
12. Oleic Acid **B**
13. Propylene Glycol **A**
14. Ethanol **A**
15. C12-18 Fatty Acids **A**
16. Sodium Citrate **A**
17. Water **A**
18. Citric Acid **A**
19. Sodium Hydroxide **A**
20. Polyethyleneimines Alkoxylated **No Rating**

EWG Report for Tide Purclean

AQUA SYSTEMS

LAUNDRY SOUR

Not scored by the EWG

Certifications/Endorsements: Endorsed by the U.S. EPA Design for the Environment Safer Choice program.

Known Ingredients

1. Ammonium Bifluoride **A**
2. Sulfamic Acid **C**
3. Glycolic Acid **C**

Aqua System, Inc

(1) Hospitality Industry and Green Cleaning
(2) Top Liquid Laundry Detergent Brands in the USA

Goal: support local production and innovation

Our current climate actions since 1992

POST RANCH PRODUCT RESOURCES

A master wood craftsman designs and builds guestroom furniture in an on-property carpentry shop. Since the Post Ranch's inception, Mark Sullivan and his son Joaquin Sullivan have created beautiful, hand-crafted pieces, including beds, tables, and chairs. In addition, trees that fall on the property are retrieved from the forest and are used to make benches along the pathways.

SIERRA MAR RESTAURANT FOOD RESOURCES

For years, Sierra Mar has sourced produce and proteins regionally. Under the direction of Director of Culinary, Chef Reylon Agustin and Executive Chef Il Hoon Kang, Sierra Mar has been purchasing product from companies within Monterey County such as the ones listed below. When sourcing fish for the menu, the Chefs refer to the Monterey Bay Aquarium Seafood Watch to make the best choices for a healthy ocean.

1. Bakers Bacon Marina, CA
2. Big Sur Salts Big Sur, CA
3. Blue Heron Farms Watsonville, CA
4. Borba Family Farms Aromas, CA
5. Brokaw Farms Soledad, CA
6. Fogline Farms Pescadero, CA
7. Kashiwase Farms Winton, CA
8. Ocean 2 Table Santa Cruz, CA
9. Monterey Abalone Company Monterey, CA
10. Monterey Bay Seaweeds Moss Landing, CA
11. Prevadelli Farms Corralitos, CA

CHEF'S GARDEN

The Chef's Garden provides array of fresh seasonable vegetables, fruit, herbs and flowers in bloom. Many of these foraged delights find their way to our guest's plate in Sierra Mar, while some of the medicinal plants and flowers are made into essences and added to our signature Mist spa product and used in our spa treatments. Big Sur Native Plants that are included for rituals (smudge and poultice) and guest education include Black Sage, California Sagebrush, Mugwort, Hummingbird sage, Yerba Buena, Yerba Santa, Sweetgrass, Pearly everlasting, Maidenhair fern, Bay Laurel and White Sage (not native to Big Sur but important to California).

Goal: support local production and innovation

Our climate action commitments by 2030

When considering the direct economic impact of a hotel, it's essential to look at several factors: the revenue generated by the hotel, the jobs it creates, and the business it brings to the local community. The taxes generated by the hotel also significantly benefit the local economy.

For example, Post Ranch pays over $2 million in Transient Occupancy Tax (TOT) annually. Out of the over $70 million that Monterey County collects in TOT taxes, almost all of it goes directly into the general fund, with only a small portion allocated to the local visitor's bureau.

These contributions, whether large or small, positively impact the community by supporting public services, creating employment opportunities, and boosting local businesses.[1] Our local production and innovation projects include:

EXPANSION OF CHEF'S GARDEN

In 2025, Post Ranch will be doubling the size of the Chef's Garden to enable Sierra Mar and the Spa to grow more of the products they use in their departments. To expand the growing season, several hoop houses/green houses will be added to the garden.

SIERRA MAR RESTAURANT PRODUCT RESOURCES

Sierra Mar hopes to continue to expand their local and regional purchases. The goal, which begain in 2023, is to disrupt the supply chain. Currently it is difficult to purchase fish directly from fisheries because of the established distribution chain.

EMPLOYEE GARDEN

In 2025, Post Ranch will be creating an employee garden near our employee housing units. Staff living both on property and off property can work their own garden plot. Excess produce can be exchanged, or a small farm stand could be made available for other staff that might be interested in the fresh food grown, but not interested in managing a plot.

(1) How does a hotel impact your community

Deep dive

GOAL: SUPPORT LOCAL PRODUCTION AND INNOVATION

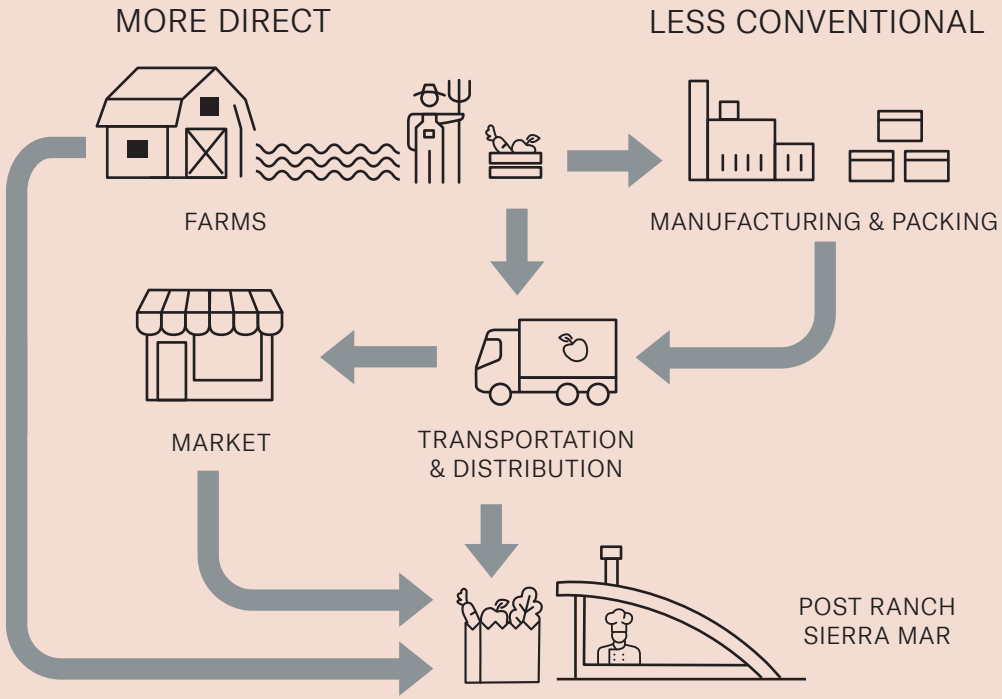
Impacts and benefits of Sierra Mar sourcing food locally

Food production consumes half of the Earth's habitable land, and "food systems" – a catch-all term to describe the way humans produce, process, transport, consume and toss away food – are responsible for one-third of all human-caused emissions.

Sierra Mar is committed to sourcing food as close to Big Sur as possible. The furthest farms Sierra Mar currently sources from are Petaluma and the greater Sacramento area. Let's highlight one of the local farms that we work with:

Sierra Mar sources broiler poultry from Fogline Farm which sits on the Ano Nuevo Peninsula, about 100 miles north of Post Ranch. In 2007, Caleb Barron, owner and head farmer, attended UCSC CASFS apprenticeship in ecological horticulture. A few years later, he found and began managing Fogline Farms, pursuing his love for organic feed and pasture-raised livestock. The chickens and their neighbors' cattle are grazed in ways to revitalize and restore the soil on property for the health of their land, business, and environment. In addition to taking regenerative soil approaches, Fogline Farms prioritizes the health of their chickens. The broilers are raised in spacious pasture coops where they are able to spend their days on grass with access to bugs, fresh air, and sunlight.[1]

DISRUPTING THE FOOD SUPPLY CHAIN



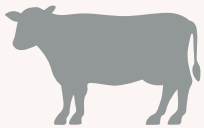
SHOP THOUGHTFULLY AND LOCALLY

Although our food system carbon footprint relies heavily on agricultural corporations, there are behaviors an individual can take to reduce their impact on the environment.

BUY

locally at farmers markets when you can and eat seasonally.

REDUCE



meat consumption as industrial livestock methods have high methane emissions.

COMPOST

food leftovers at the home or at a local farm that accepts food waste.

(1) Fogline Farms

Goal: innovation around design and materials

Our current climate actions since 1992

ARCHITECTURE AND ARCHITECT, MICKEY MUENNIG

It is hard not to be aware of the environment at Post Ranch Inn. The coastal getaway was designed with bio-structure architecture using the natural materials of glass, wood, stone, and passive solar heat. Efforts were made to avoid cutting trees when the property was developed. In fact, only one tree was required to be cut down by Monterey County to widen the road leading up to reception.

Post Ranch Inn was Mickey Muennig's largest project, his first hotel and one of his first commercial projects. His design consists of a series of freestanding units that fused his organic vernacular with a modern sensibility. After surveying the property for several weeks, sleeping at building sites and climbing the trees to find the best views and privacy, Muennig designed a few defining structures:

- Tree Houses built on slender stilts sitting ten feet above the ground designed to protect the fragile roots of nearby redwood and oak trees.
- Earth-sheltered Ocean Houses with roofs covered in sod, grass, and wildflowers blend into the landscape and reduce heat loss.
- Cylindrical rooms echoing the beauty of the majestic redwoods that dot the property.
- The Butterfly building was designed to avoid removing any trees, with a portion of the building built with a sod roof.

The innovative organic environmental design was intended for people to feel a part of nature rather than mere observers of it.

USING LOCAL MATERIALS

Smooth local stones distinguish the Jade Pool, each carefully placed by hand, showcasing the area's natural resources, while adding beauty. Famed for its awe-inspiring ocean views, the Jade Pool is bejeweled with dark green pieces of Big Sur Jade. Big Sur is known for its nephrite jade deposits. This unique form of jade is found in boulders and cobbles along the coastal areas, where it has been naturally polished by the sea.

A master wood craftsman designs and builds guestroom furniture in an on-property carpentry shop. Since the inn's inception, Mark Sullivan and his son Joaquin have created beautiful, hand-crafted pieces, including beds, tables, and chairs. In addition, trees that fall on the property are retrieved from the forest and are used to make benches along the pathways.

SOURCING TEXTILES

Post Ranch Inn has worked diligently to source organic linens from sustainable origins. Currently, we purchase 600 thread count linens from Matteo, based in Los Angeles. All Matteo products are manufactured without chemicals or toxic dyes and are made-to-order for Post Ranch. Their linens are cut, sewn and dyed individually. Matteo works with local dye-houses that use low-impact and eco-friendly dyes.

USING SUSTAINABLE MATERIALS

CORTEN Steel is a recycled material used throughout Post Ranch for siding and roofs. CORTEN is stronger than timber, ceramics and terracotta and it's more durable than mild steel because the rust patina creates a protective barrier and prevents the material from rusting through. In a way, it is also a much more flexible building material because it remains extremely strong regardless of its shape.

Reclaimed wood, including old-growth redwood from old wine casks, adds a rich, deep red color to many guestroom walls.

Old bridge timber wood is used for the pathway between the reception building and Sierra Mar, and also lines many of the pathways around Post Ranch Inn.

Post Ranch repurposed two Army Surplus Quonset Huts that the Post Family purchased after WWII. The family used them for tack room, farm shop and dry storage. They now house the Post Gallery, and for 30 years, housed the on-property Sullivan Family Workshop mentioned above, which is being converted into a kitchen to support Sierra Mar.

The mercantile and shipping/receiving building are housed in old schoolhouse trailers that were repurposed for these spaces.

The large metal doors on most of the Post Ranch rooms are refurbished old schoolhouse doors that were stripped and re-finished.

The bar top in Sierra Mar is mutated mahogany (quilted Honduras mahogany) that came out of a creek bed in Honduras. It was sitting in that creek for a long, long time. This bar top and the old growth redwood wine cask mentioned above were both sourced and finished at Arborica in Marshall, CA[1].

Most of the wood used in the guestrooms for headboards, bedside tables and work tables, is Bubinga, a north African hard wood which was being sustainably grown when Post Ranch was being built.

(1) arborica.com

Goal: innovation around design and materials

Our climate action commitments by 2030

Buildings consume some 40 percent of the energy in the U.S. annually and they emit nearly half of the carbon dioxide (CO2), through greenfield development, cement production, and the burning of fossil fuels such as oil, gas, and coal.[1]

The textile sector contributes to 20% of the world's industrial water pollution and cotton-growing itself is responsible for 24% of global insecticide use.[2] As major users of linens and textiles, hotels are in a unique position to make climate-friendly changes in sourcing, care, and disposal. Decor, often changed out seasonally, due to wear and tear, also contributes largely to the extractive nature of the industry.

EMBODIED CARBON

Post Ranch's approach to construction and materials has always demonstrated sustainability. We will continue to review opportunities with new construction and when refreshing guestrooms. There are many opportunities to embody carbon by adopting the practices of reusing materials, reducing the materials we use and sequestering older materials by leaving them in place instead of removing and disposing of them.[3] [4] [5]

INNOVATIVE MATERIALS

As we review new materials to replace ones that retire or when refreshing a guestroom, Post Ranch will be reaching out to innovators. Imagine if we used mushroom based leathers versus cow leather[6]. Or consider the work creating biodegradable seaweed-based material that can be used to replace plastic cups and condiment sachets with this sustainable packaging solution. The material can also be made into thin films or a coating for cardboard to create a wide range of products.[7] There are many companies developing ecological textile alternatives and sourcing reused materials for the tourism industry. We want to focus on a regenerative economy – everything from reupholstering businesses to textile reuse to growing organic cotton, hemp, etc.

(1) Architecture Magazine, The Climate is Changing, So must Architecture
(2) Improving the environmental performance of hotel linen
(3) 10 design commandments for cutting your building's embodied carbon
(4) The built environment generates 40% of annual global CO2 emissions.
(5) Actions for a zero carbon built environment
(6) Will Biomaterials Build Our Future?
(7) This Biodegradable Material Made From Seaweed Is Used To Make 'Disappearing' Plastic-Free Packaging!

Deep dive

GOAL: INNOVATION AROUND DESIGN AND MATERIALS

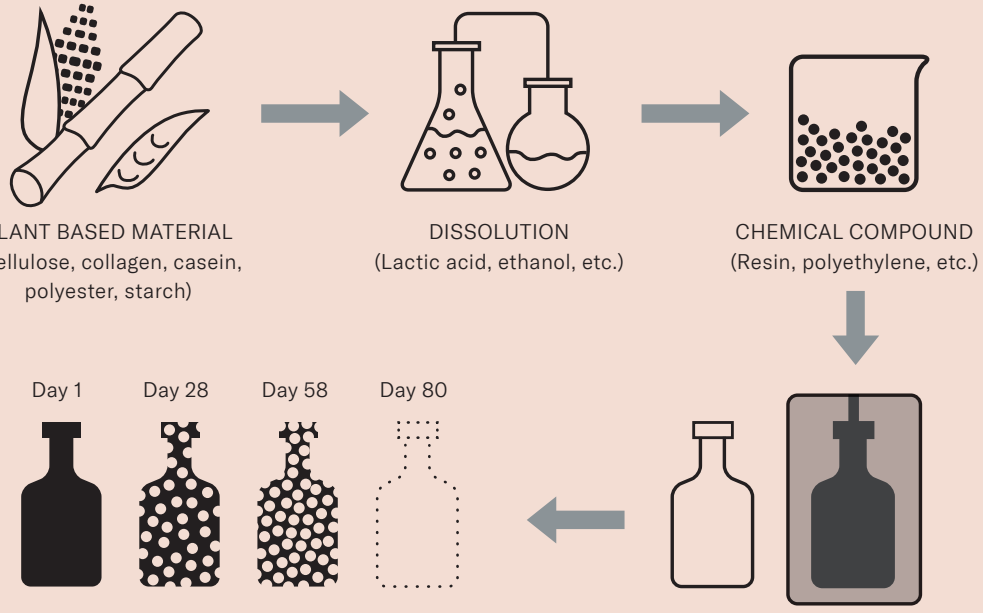
Benefits of using biomaterials

A biomaterial is a material derived from biological sources, such as living organisms and plants, and can be used in a wide range of applications, including medical devices, food packaging, and construction materials. One of the leading environmental benefits of biomaterials is that they are renewably sourced as opposed to chemical plastic or metal. Biomaterials are biodegradable and can break down naturally in the environment, reducing the amount of waste that ends up in our landfills or oceans. Some exciting biomaterials currently being researched and engineered as products are algae, kelp, hemp, mycelium and mushrooms, and salt.

Post Ranch sources the sunscreen offered in our guestrooms from COOLA, a company committed to sustaining the health of communities, waterways, and ecosystems through biodegradable packaging and a sustainable supply chain. COOLA uses sugarcane resin and glass packaging for its products. Sugarcane resin is a type of material that is made from bioplastic resin derived from sugarcane fibers[1]. Biodegradable plastics are engineered to degrade in commercial sites much quicker than petroleum-based plastics. Decomposition takes three to six months, making them an eco-friendlier alternative. The resin is created by extracting the juice from sugarcane and then refining it into a polymer that can be molded into various shapes to develop packaging materials. In addition, COOLA is Hawaii Reef Compliant, meaning they never use Oxybenzone or Octinoxate chemicals in their sunscreen formulas. These chemicals significantly impact corals, marine life, and ecosystem balance.

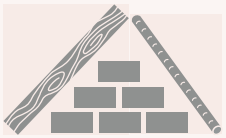
(1) COOLA

HOW IT WORKS BIOPLASTIC



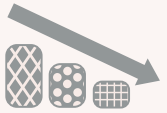
ACTION ITEMS FOR ZERO CARBON BUILT ENVIRONMENT

REUSE BUILDING MATERIALS



reuse structures and recycle materials that are available.

LIMIT CARBON INTENSIVE MATERIALS



reduce materials like aluminum, plastic, and foam insulation have high carbon footprints, reduce them wherepossible.

CHOOSE CARBON SEQUESTERING MATERIALS

using nature-based products and ecological designs that sequester carbon such as mycelium or hemp insulation can make a big impact.

Goal: provide regenerative community leadership

Our current climate actions since 1992

POST RANCH CLIMATE LEADERSHIP ETHOS

As part of Post Ranch Inn's regenerative structure, we view our local economy, and its well-being as integral to the success of our business. We source our products and materials first locally, second regionally, third within state, fourth domestically, and lastly internationally. Our goal is to work with small businesses and producers, combining both quality and sustainability, and do our best to be informed about how our products are grown, manufactured and produced.

Sierra Mar supports small producers and the regional economy by serving, whenever possible, local organic meats, wild seafood, fruits, and vegetables, whenever possible. Post Ranch's Spa sources local and organic products as availability allows and medicinal plants and flowers from our own gardens are used in treatments. Items in the Mercantile store emphasize organic goods and local hand-crafted pieces.

POST RANCH INN BIG SUR COMMUNITY FUND

The Post Ranch Inn Big Sur Community Fund (Post Ranch Fund) is a "donor advised fund" administered by the Community Foundation for Monterey County, a charitable organization qualified under Section 501(c)(3) of the Internal Revenue Code. The Post Ranch Fund was established to provide a simple mechanism for Post Ranch ownership, as well as hotel guests, to give back to our community by making contributions that are then distributed primarily to local charitable 501(c)(3) organizations in Monterey County. Fund recipients are selected, and amounts are distributed at least quarterly. The following nonprofits are examples of the types of organizations that the Post Ranch Fund has supported in the past:

The Big Sur Volunteer Fire Brigade provides structure fire protection for the residents and businesses in the Big Sur area, covering 60 miles of coastline, along Highway 1, from Hurricane Point to Monterey/San Luis Obispo County line on the south with a 40-member Brigade.

Big Sur Health Center exists to serve the health and wellness needs of the Big Sur community. It provides quality healthcare through traditional and complementary approaches that are culturally sensitive and centered on patient needs.

Rancho Cielo is a comprehensive learning and social services center for underserved youth in Monterey County. Their vision is to transform the lives of at-risk youth and empower them to become accountable, competent, productive and responsible citizens.

Goal: provide regenerative community leadership

Our climate action commitments by 2030

The hospitality sector accounts for over 11% of global GDP. While this industry often contributes to local employment, growth in local retail sales, and greater tax revenues to state and local governments, most of the money is dispersed outside of local circulation. Furthermore, while hotels and other lodging facilities are bringing tourist dollars to nearby businesses, oftentimes there is no direct partnership between the two.[1] Our community projects include:

REGENERATIVE CALIFORNIA

In 2022, Post Ranch Inn, in partnership with other local businesses, launched the Regenerative California Initiative in hopes of inspiring consumers and businesses to change their behavior from one of extraction to one of regeneration. By supporting regional businesses to restore ecosystems, reduce reliance on fossil fuel-based products and services, and create deeper connections to people and planet, we can reshape economies.

Regenerative California[2] is a game-changing implementation program aimed at positioning Monterey County as the pilot program/model of a prosperous, equitable, regenerative, and climate positive economy. The Initiative will reshape four key sectors in Monterey to become social and environmental leaders: blue economy, tourism, agriculture, and the building industry. The initiative will create inclusive opportunities for stakeholders, representing the public, private, and nonprofit sectors and from all socioeconomic levels, to co-create Monterey's future economy. Through outreach and education, Monterey will be a model for other counties in CA and beyond.

(1) Hospitality's Contribution to Promote Socio-Economic Growth and Development
(2) Regenerative California

Deep dive

GOAL: PROVIDE REGENERATIVE COMMUNITY LEADERSHIP

Why Post Ranch Donates and Supports Rancho Cielo

Since 2019, Post Ranch has been supporting Rancho Cielo(1) both by donating funds through the Post Ranch Fund while also by offering paid internship opportunities to students of their Drummond Culinary Academy. Additionally, Chef Reylon Agustin, Director of Culinary for Sierra Mar Restaurant, generously volunteers his time to the Academy. We believe it is crucial to bolster the support for at-risk youth in Monterey County, thus contributing to both the community's needs and the well-being of its residents.

Rancho Cielo was founded in 2000 by John Phillips and his wife, Patti, who were inspired to help young people already involved in the juvenile justice system or those at risk of becoming involved. Rancho Cielo offers a variety of programs and services to help these young people build the skills, confidence, and sense of purpose they need in life. Their vision is to transform the lives of at-risk youth and empower them to become accountable, competent, productive, and responsible citizens.

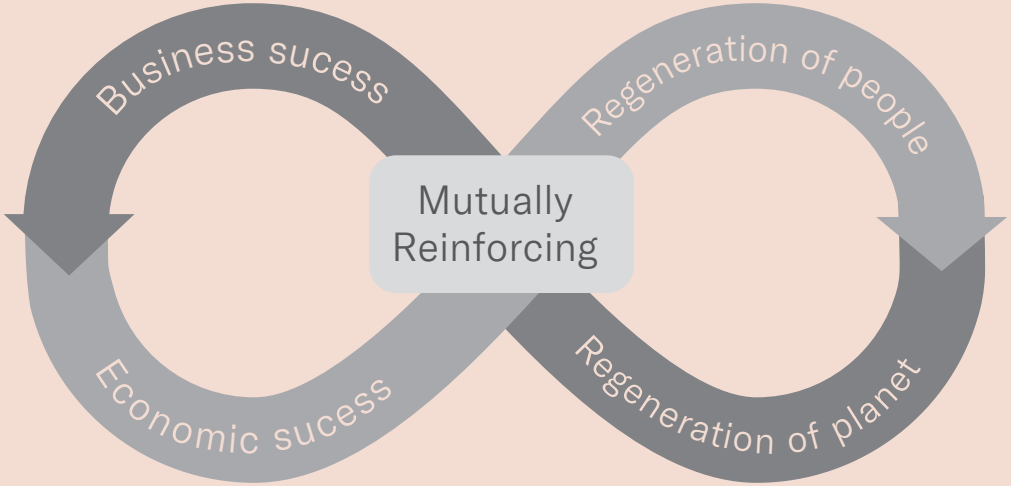
Rancho Cielo is an essential relationship for Regenerative California, an economic development initiative that prioritizes both community and the climate.

One of the organization's signature programs is the Drummond Culinary Academy, which provides hands-on culinary training to young people interested in pursuing careers in the food industry. Students in the program work in a state-of-the-art commercial kitchen and learn from professional chefs while also developing important life skills such as teamwork, leadership, and communication.

The goal is to prepare culinary academy students to become qualified to work in commercial restaurants or hotels. Hospitality is the second largest industry in Monterey County, contributing $4 billion per year to the local economy.

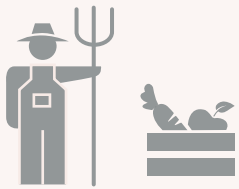
(1) Rancho Cielo

REGENERATION OF COMMUNITY LEADS TO A RESILIENT ECONOMY



HOW TO CREATE DECENTRALIZED AND COOPERATIVE LOCAL ECONOMIES

FOCUS



on local production with local resources to meet local needs, and to build local wealth.

PRACTICE RECIPROCITY

give and receive with the expectation that the favor or gesture will be returned in kind.

Monitoring and Evaluation

As our approach illustrates, we are committed to a blend of the following monitoring and evaluation approaches:

1. quantitative
   - collecting data
   - taking new actions
   - recollecting data to track our progress
2. qualitative
   - changes in behavior
   - changes in mindset
   - changes in decision making

We are leveraging the Greenview online application to facilitate qualitative monitoring and evaluation, supporting streamlined data input and goal setting. We have input data from 2021 to 2023, and finishing up 2024. We are in the process of setting targets for 2025. Through these online apps and our participation in the Cornell Hotel Sustainability Benchmarking Index (CHSB) in 2023 and 2024, we can compare our targets to others in the hospitality industry world-wide and can collaborate with other hotels within this community around successes and challenges.

We are approaching the qualitative monitoring and evaluation by asking our team members, guest and community to be climate change leaders, and we believe in the ripple effect of each person influencing others.

We will also measure our success by people understanding the problems we face. Net Zero is a very complex topic. We strive to support staff, community members, guests, partners to understand the problem and see themselves as part of the solution. We are committed to collecting data, and we are equally committed to translating the data so that it is relevant and actionable solutions can be adopted or developed by others.

Overseeing the monitoring and evaluation of Post Ranch Climate Action Goals is the newly launched Post Ranch Inn Climate Action Leadership Committee described on page 5.

Tools to help your personal climate action goals

START HERE

We understand firsthand those feelings that arise upon reading about what climate change is doing to our earth. It is easy to wonder how one person, a family or a business could really have any impact in reducing our global carbon footprint

We begin with our 10 climate action questions, adopted from Paul Hawken. These yes or no questions lead us towards action that is less extractive and more regenerative. In following this checklist, it is important to first acknowledge that not all of our actions can be completely regenerative in nature. Consider these more-so as guidelines towards making the least extractive and most regenerative decisions possible and available at a given time.

1. Does the action create more life or reduce it?
2. Does it heal the future or steal the future?
3. Does it enhance human well-being or diminish it?
4. Does it create livelihoods or eliminate them?
5. Does it restore land or degrade it?
6. Does it increase global warming or decrease it?
7. Does it serve human needs or manufacture human wants?
8. Does it promote fundamental human rights or deny them?
9. Does it provide workers with dignity or demean them?
10. In short, is the activity extractive or regenerative?

From ‘Regeneration – Ending the Climate Crisis in One Generation’ by Paul Hawken

Paul Hawken writes, “by employing the guidelines, you pivot and begin, action by action, bit by bit, step by step, to create regeneration in one’s life. What am I eating? Why? How am I feeling? What is happening in my community? What am I wearing? What am I buying? What am I making? Etc.”

Definitions

Agreements and Goals

1.5 degrees Celsius and The Paris Agreement

The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at COP 21 in Paris on December 12, 2015. The goal of the agreement is to limit global warming to below 2, preferably to 1.5 degrees Celsius (2.7 degrees Fahrenheit) compared to pre-industrial standards. Only 4 countries have not agreed – Iran, Eritrea, Libya and Yemen.

COP 27

United Nations (UN) climate summits are held every year for governments who have agreed to take steps to limit global temperature rise. COP stands for "Conference of Parties". The parties are the attending countries that signed the climate agreement. The 29th annual climate change meeting (COP 29) took place in November 2024.

Net Zero

Net Zero means cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions being reabsorbed from the atmosphere by oceans and forest.

Key Climate Change Words

Climate Change

Climate change is experienced by shifting rainfall patterns, droughts, glacial melting, and flooding that is caused primarily by human action including the burning of fossil fuels, deforestation, pollution, and overpopulation. This broad set of environmental changes are noticeable and have steadily accelerated over time.

Global warming

Global warming refers more directly to the accumulation of heat that has occurred in the atmosphere, on land, and in the oceans. This heat, caused by greenhouse gas emissions from human activities (mainly the burning of fossil fuels) strengthen the "greenhouse effect" contributing to climate change.

Greenwashing

Greenwashing is when a business makes false claims around their environmental efforts. These claims make people believe that the business is doing more to protect the environment than they truly are. The term was first used in 1986 by Jay Westervel, an American environmentalist, when he wrote an essay about his stay at a Samoa beach resort. He saw a note asking guests to pick up their towels for reuse as that would help the environment, and when the resort was aggressively expanding into the local lands. The term "Greenwashing" got picked up by mainstream media.

Definitions

Actions you can take to reduce Climate Change

Carbon Offsets

An action intended to compensate for the emission of carbon dioxide into the atmosphere as a result of industrial or other human activity, especially when quantified and traded as part of a commercial program. It must be noted that carbon offsets do not reduce carbon output and the world must reduce carbon output to prevent further global warming.

Protect

Preserving, securing, and honoring our vital living systems should be at the forefront of our efforts. The pollinators and their habitats; bioregions and wildlife migrations within; grasslands, peatlands, wetlands and wildlife corridors all have a critical role to play in solving our climate crisis.

Reciprocity

Reciprocity is the practice of exchanging things with others for mutual benefit. It involves giving and receiving with the expectation that the favor or gesture will be returned in kind. In ecological systems, reciprocity refers to the mutual exchange and interdependence between organisms and their environment. When humans engage in reciprocal relationships with the natural world, such as through sustainable practices or regenerative agriculture, they can help restore ecosystems and promote natural cycles.

Reduce

Every day our world burns 100 million barrels of oil, 47 billion pounds of coal, and 10 million cubic meters of natural gas. In sum, this means that we are emitting 34 billion tons of carbon dioxide each year to support our current systems and lifestyles. While replacing these resources will take some time, reducing our use of these resources can begin today.

Regeneration

Action that is regenerative seeks to restore or heal something after it has been damaged and is additive rather than extractive in nature. It is the act of leaving something better than you found it. It is forward-thinking and benevolent; not selfish.

Definitions

Actions you can take to reduce Climate Change (cont.)

Sequester

A key aspect of regeneration is the act of sequestering or storing carbon in the ground. This is achieved by way of “regenerative agricultural practices, managed grazing, reforestation, afforestation, degraded land restoration, replanting mangroves, bringing back wetlands, and protecting existing ecosystems” (Hawken, 13). Achieving net-zero emissions is not the final goal, in fact it will be just the beginning stages of humanity’s efforts in restoring atmosphericcarbon levels back to pre-industrial levels.

Sustainable

The UN World Commission on Environment and Development defines sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” Sustainable practices acknowledge environmental health, social equity, and resilient economies as interconnected systems where harmony stems from reciprocity.

Chemical names to understand

CO^2

Carbon dioxide is a colorless, non-flammable gas at normal temperature and pressure. Although much less abundant than nitrogen and oxygen in Earth's atmosphere, carbon dioxide is an important constituent of our planet's air. A molecule of carbon dioxide (CO^2) is made up of one carbon atom and two oxygen atoms

CO^{2e}

CO^2 refers to Carbon Dioxide, while CO^{2e} stands for "Carbon Dioxide Equivalent" which includes CO^2 and other greenhouse gases, which include methane, nitrous oxide, ozone, and water vapor. All of these contribute to global warming.

Greenhouse Gas

The main greenhouse gases (GHGs) are carbon dioxide (CO^2), methane (CH^4), and nitrous oxide (N^2O). While there are natural emissions of GHGs, anthropogenic emissions have been identified as a source of climate change. Emissions depend on a country's individual and company's energy use in production, industrial, transportation, agricultural, and consumer sectors. The release of these gases’ traps heat in the atmosphere and contributes to global warming and climate impact through changes in precipitation patterns, sea level rise, and drought.

Note: these definitions come from Wikipedia and the United Nations website

Books and Resources

BOOKS

Gabe Brown

Dirt to Soil | This book echoes Healing Grounds and the potential of authentic regenerative agriculture methods.

Liz Carlisle

Healing Grounds | A collection of climate justice stories following BIPOC farmers and their deep roots in regenerative agriculture.

Bill Gates

How to Avoid a Climate Disaster

Paul Hawken

Regeneration, Ending the climate crisis in one generation | Regeneration

Drawdown | The most comprehensive Plan ever proposed to reverse global warming | Project Drawdow

Michael Norton

Fixing the Planet, an overview for Optimists and Activists

Robin Wall Kimmerer

Braiding Sweetgrass | A beautifully written guide and reflection on Indigenous wisdom and the teachings of plants.

Richard Powers

Overstory | A wonderful historical fiction novel following the lives of nine peopleand their collective experience with forests and trees. Great commentary on our relationship with the natural world and the collective mindset it will take to save it.

Leah Thomas

Intersectional Environmentalist | A movement based on meaningful, inclusive, and impactful change

Various Authors

All We Can Save book | A collection of short essays, poems, and writings advocating for climate solutions from women in the environmental, policy, and science fields

Books and Resources (cont.)

PODCASTS

Funny Old World, A podcast for the Eco-Curious

The Sustainability Agenda, a weekly podcast exploring today's biggest sustainability questions.

WEBSITES

Purchasing Cleaning Products for Home of Office

Environmental Working Group (EWG) | Guide to Healthy Cleaning

Purchasing Personal Care Products

Environmental Working Group (EWG) | Skin Deep

Purchasing Food

Monterey Bay Aquarium | Sea Food Watch

Environmental Working Group (EWG) | Shopper's Guide to Pesticide in Produce

Taking Sustainability Action

All We Can Save

Earthwise Studio

Going Zero Waste

Intersectional Environmentalist

Regeneration

In Closing

We are Living and This Playbook is too.

The goal to reach close to Net Zero is as complex as it is exciting. The Post Ranch Inn ownership is committed to providing the resources for each employee to be a climate change advocate. We are all at different stages of our climate action education, and by providing the information and tools within this Playbook, we can all make a difference.

We will celebrate our successes and learn from our failures as we continue to move in a forward motion. The Playbook will be updated a minimum of twice a year.

Post Ranch Inn
BIG SUR