

Strategic objectives	Operational objectives	Initiatives
1. Combat the negative impacts and problems associated with transportation to and from the château	Improve access to the site and play a part in reducing the impact of motorized transport on the mountain	1. Support the development of the n° 500 bus – the Haut-Kœnigsbourg tourist shuttle bus service
		2. Make it easier for château staff to travel to and from work (snow tyres, road to château, car parks...)
2. Cut down on the production of waste and improve waste collection procedures	Commit to moving towards a more sustainable approach to waste management (reduce, reuse, recycle)	3. Continue to look for alternatives to disposable goods in the château's retail outlets and activities (plastic bags, disposable tableware, plastic bottles etc)
	Improve the site's cleanliness	4. Expand waste recovery (composting, recycling, charitable donations) of waste produced by the château staff. Improve the sorting of this waste 5. Prevent littering, including of products and packaging generated by commercial activities at the château. Organize the cleaning of the area around the château
3. Make sustainable development a key part of the château's procurement policy	Give environmental and social considerations a more important role in procurement and the awarding of contracts	6. Buy more eco-friendly and socially-responsible products
		7. Sell a wider range of quality environmentally-friendly and/or socially-responsible products in our retail outlets 8. In the event of the redrawing of the AOT (authorization to temporarily occupy publicly-owned land with the right to build) change it to include environmental and social criteria or include these criteria in the next invitation to tender for the provision of commercial services at the château (catering, bookshop, gift shop)
4. Contribute to <b>social well-being</b> (risk management, improving the quality of life and working conditions, combating exclusion and discrimination, socially conscious jobs)	Adapt the working environment to meet the physiological and psychological needs of employees	9. Take the well-being and health of employees into account when designing new working environments/offices and also in the general running of the château

5. Preserve the site's natural and cultural heritage, ensuring that it can be passed on to future generations	Put a stop to water pollution and reduce water consumption	10. Fit water saving devices to all toilets in the château
		11. Use cleaning products that are more environmentally-friendly and which contain fewer ingredients that are harmful to health
	Encourage biodiversity in the château and its immediate surroundings	12. Reduce the amount of grit (rock salt) used during snowy conditions and try out new, more eco-friendly approaches
		13. Ensure the objectives and implementation of the forestry plantation management plan and the upcoming programme of cultural events and restoration work at the château are compatible with each other and with a sustainable development-centred approach
6. Take sustainable development into greater consideration when promoting the château and its activities	Preserve the site and the château's permanent collections	14. Put even more effort into implementing low-impact, environmentally-friendly approaches to the maintenance of green spaces and the medieval garden
	Develop a visitor experience, visitor activities and methods of heritage interpretation that are guided by the principles of sustainable development	15. Ensure that the principles of sustainable development play an important part in the upcoming programme of cultural events and restoration work at the château. Make sure these principles are applied to how the château and its permanent collections are preserved and protected
7. Make the château du Haut-Kœnigsbourg accessible to the widest possible range of people	Enhance the château's surrounding natural environment	16. Ensure that the principles of sustainable development play an important part in the upcoming programme of cultural events and restoration work at the château. Make sure these principles are applied to the promotion of the château and its permanent collections
	Lay lasting foundations for the improvement of accessibility for socially excluded groups	17. Run new educational projects that encourage the expression and promotion of cultural diversity
8. Promote dialogue between the château employees themselves and dialogue between the château employees and the relevant actors at Département level	Strengthen the sense of being part of a unified team, both for the château staff and actors at Département level. Promote cross-disciplinary approaches and skills amongst château employees and actors at Département level	18. Continue to develop the medieval garden to its full potential by exploring it from a historical and environmental angle and by using it as an educational tool
		19. Open a debate on the entrance prices charged to 'socially excluded' groups as part of the changes to the château's entrance pricing structure
	Improve the 'flow' of information within the château	20. Make the drive to welcome 'socially excluded groups' an integral part of the everyday working life of the château, with every employee developing skills, behaviours and attitudes to help them to do this
9. Strengthen partnerships with external partners	Develop synergies with partners relating to specific fields or on the basis of geographical proximity	21. Facilitate visits by groups at risk of social exclusion
		22. Plan and implement measures promoting accessibility
10. Monitor and lay lasting foundations for the Agenda 21 programme: get people involved and enthusiastic, train them, keep them informed and evaluate progress	Adopt a 'universal design' approach for the château	23. Draw up a detailed plan showing how the idea of 'universal design' will be put into action in the way the château is managed and in the organization of its activities

8. Promote dialogue between the château employees themselves and dialogue between the château employees and the relevant actors at Département level	Strengthen the sense of being part of a unified team, both for the château staff and actors at Département level. Promote cross-disciplinary approaches and skills amongst château employees and actors at Département level	24. Make sure that the staff understand the main and secondary objectives of each château employee and those of their interlocutors at Département level
		25. Help château staff take the opportunity to participate in initiatives organized by the château and the Conseil Général (the sending of Christmas/New Year cards, the general assembly, 1st May celebrations...) through which they can exchange views and meet others
9. Strengthen partnerships with external partners	Develop synergies with partners relating to specific fields or on the basis of geographical proximity	26. Make all documentary resources available for consultation by all château employees
		27. Make improvements to how château staff are kept informed of developments relating to the running of the château or of any other news about the château
10. Monitor and lay lasting foundations for the Agenda 21 programme: get people involved and enthusiastic, train them, keep them informed and evaluate progress	Publicize the Agenda 21 programme and get people enthusiastic about sustainable development	28. Look to build up a greater sense of cohesion and develop the idea and practice of mutual assistance amongst the employees at Haut-Kœnigsbourg
		29. Strengthen existing relationships and contacts in the field of sustainable development and explore the possibility of initiating new relationships
10. Monitor and lay lasting foundations for the Agenda 21 programme: get people involved and enthusiastic, train them, keep them informed and evaluate progress	Implement a process of continuous improvement	30. Strengthen cooperation between the château, local municipalities and council departments
		31. Ensure the A21 programme features in the château's internal and external communication and marketing materials
10. Monitor and lay lasting foundations for the Agenda 21 programme: get people involved and enthusiastic, train them, keep them informed and evaluate progress	Implement a process of continuous improvement	32. Organize activities and initiatives to generate enthusiasm for the Agenda 21 programme amongst the château staff
		33. Implement means of assessing and monitoring the progress of the A21 programme
10. Monitor and lay lasting foundations for the Agenda 21 programme: get people involved and enthusiastic, train them, keep them informed and evaluate progress	Implement a process of continuous improvement	34. Ensure that the A21 programme is actually put into practice, including over the long-term