



**May 2022**

### **Environmental, Energy and Social Sustainability Policy**

We are committed to achieving the best environmental practices possible along with responsible energy consumption and social sustainability and have partnered with EarthCheck, the world's leading Benchmarking and Certification provider to achieve this with rigor and in an evidenced way.

Whatley Manor is a 23-bedroom Hotel and Spa, set in 12 acres of beautifully maintained gardens, in the heart of the Cotswolds. The Hotel includes a Thermal Spa with 7 treatment rooms, indoor Hydrotherapy Pool, Sauna, Steam Rooms and Tepidarium. There is a Gym & Fitness studio and a Spa lounge. There is a Board Room and a 40-seater Cinema. We also have 2 restaurants: The Dining Room with One Michelin Star and Grey's Restaurant.

We recognise that the natural environment around us is the main driver for tourism in the area and that the activities of our hotel have the potential for negative impact on this habitat and its community. Our Environmental Management Strategy is rigorous and with support from EarthCheck, helps us to properly manage these impacts identified.

Through collaboration with our team, hotel owners, suppliers, business partners and guests, we actively work to reduce the environmental impact and risk to our business and community by focusing on critical areas including our carbon emissions, usage and management of energy, our waste, water, food & supply chain. These environmental performance indicators will be measured and summarised through annual reporting and used to continually improve our annual benchmarking and progress.

We pledge to protect and safeguard our natural world with all the decisions and action we take.

Additionally, we are committed to integrating leading environmental practices and sustainability principles aimed at:

- Protecting natural resources
- Supporting local producers, businesses, and suppliers
- Establishing and reporting on key environmental performance indicators and focusing on improving these measurements year on year.
- Minimising waste and pollution
- Raising environmental awareness among our team, guests and communities, through training, collaborations and knowledge sharing.
- Complying with legal principles
- Supporting local employment
- Writing an energy management plan and embedding it thoroughly through the business.

We acknowledge that achieving our goals and objectives will require many changes to be made over time. However, we strongly believe that our sustainability efforts serve the interests of both the current and future generations and constitute the foundation for long lasting success in business.

A handwritten signature in cursive script that reads "Sue Williams".

General Manager MI FIH