



**December 2022**

### **Environmental and Social Sustainability Policy**

We are committed to achieving best practice environmental and social sustainability and have partnered with EarthCheck, the world's leading Benchmarking and Certification provider.

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 System with EarthCheck helps us to properly manage these impacts. 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 by focusing on critical areas including carbon emissions from energy, 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.

Our targets are to achieve net zero emissions for energy use by 2028 and supply chain by 2035.

We show our commitment by joining the following pledges and organisations:

- The Glasgow Declaration on Climate Action in Tourism
- Hoteliers' Charter
- Terra Carta – Sustainable Markets Initiative
- UK Hospitality Environmental Sustainability Pledges
- Sustainable Spa Association Single Use Plastic Reduction Pledge

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

- Protecting natural resources
- Supporting local products, businesses, and suppliers
- Establishing and reporting on key environmental performance indicators
- Minimising waste and pollution
- Raising environmental awareness among our team, guests and communities
- Complying with legal principles
- Supporting local employment
- Committing to Supplier Code of Conduct

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 and business.

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

General Manager MI FIH