



December 2023

Environmental and Social Sustainability Policy

We are committed to achieving the best environmental and social sustainability practices possible along with responsible energy consumption 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 Michelin Green 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 and community by focusing on critical areas including our 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 and progress.

Our targets are to achieve 95% reduction in Scope 1 & 2 for our energy use by 2028 and 90% for our supply chain by 2035 (compared with 2019).

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

- The Glasgow Declaration on Climate Action in Tourism
- Hoteliers' Charter
- UK Hospitality Environmental Sustainability Pledges
- United Nations Global Compact

In 2023, through our partnership with NOW Sustainability, we are offsetting our 2022 remaining emissions, equalling 1,778 tCO₂e.

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

- Protecting natural resources
- Supporting local producers, businesses, suppliers and employment
- 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
- Committing to Supplier Code of Conduct, Modern Slavery
- Committing to Fair Trade principles
- Committing to Equality, Diversity and Inclusion
- Committing to the UNWTO Global Code of Ethics for Tourism
- Committing to the ECPAT protecting children from trafficking and exploitation
- Referencing Hotel Carbon Measurement Initiative (HCMI) launched by Sustainable Hospitality Alliance (the Alliance) and the World Travel & Tourism Council (WTTC)

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.



Michele Mella

General Manager