

# Environmental and Social Sustainability Policy

For more than 20 years, Whatley Manor Hotel & Spa has placed responsible and sustainable operations at the forefront of the business. We are committed to protecting the natural beauty and cultural heritage of our surroundings, minimising our environmental footprint, and enhancing the wellbeing of our community.

This Policy guides our decision-making and reflects our long-term commitment to continual improvement in environmental, energy and social sustainability performance. In line with our sustainability plan, we have set an organisational aim to reduce our supply chain carbon emissions by at least 5% per guest night per year, using 2022 as our baseline year.

As an EarthCheck Silver Certified hotel, we are committed to continuous improvement in environmental, energy and social sustainability performance, including improving year-on-year results in our annual Benchmarking Assessments.

Whatley Manor Hotel & Spa comprises a two-storey hotel accommodation building and two annexe buildings, including 23 guest bedrooms, two staff apartments, 10 staff bedrooms, two restaurants, a bar and lounge, a spa with hydrotherapy pool and gym, a 40-seat cinema, 24-seat conference facilities and 12 acres of landscaped gardens.

The business operates within a rural environment in Easton Grey, Malmesbury, the property is bounded by farmlands to the North and West, a neighbouring farm to the East and the Bristol Avon river to the South, with no specific protection order. The policy addresses all activities, products, services, facilities and operational boundaries across the property.

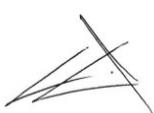
We comply with all applicable UK national legislation and local Wiltshire regulations, including but not limited to local planning requirements, environmental protection, water and waste regulations, heritage protections, labour requirements, health and safety, and all other relevant obligations.

Mechanisms are maintained to ensure ongoing compliance and timely updates where legal requirements change.

We seek to employ people from nearby local communities, including for supervisory and management roles, where this does not adversely affect operational viability. We support fair and equitable employment opportunities for all staff.

We support local entrepreneurs and seek to source locally produced goods and services where feasible and operationally viable, giving preference to seasonal and fair-trade products and services of local origin.

This Policy is publicly accessible, available onsite, displayed in appropriate staff and guest areas, and accessible to all interested parties. Staff are made aware and receive appropriate training relevant to their roles and responsibilities. It is reviewed annually to ensure it remains current, effective and aligned with our Risk Assessment and Sustainability & Energy Approach. Records of review are maintained.



Chris Smith  
General Manager

20<sup>th</sup> January 2026