

BEAVERBROOK

Beaverbrook Sustainability Policy

As a hospitality business, situated within an Area of Outstanding Natural Beauty, Beaverbrook understands we have a responsibility to practice high standards of environmental and social sustainability. We are committed to implementing sustainable practices across our operations that will support and make a positive difference to our local environment and communities. We also acknowledge that our sustainability commitment includes improved support for biodiversity and wildlife within our 470-acre grounds and the surrounding areas.

Beaverbrook is a collection of restored houses set amidst 470 acres of beautiful, privately owned countryside. It comprises three distinctively designed venues, with a combined 35 bedrooms, that make up the hotel, three restaurants and a wellness focused spa with 6 treatment rooms and indoor and outdoor pools, as well as indoor and outdoor activities, including a home cinema and meeting spaces for all occasions. It also features a private golf club and golf course.

Our vision for 2023 and beyond includes embedding sustainable practices across the entire estate, and continuously improving these practices, without compromising the luxury experience and service for guests. This sustainability policy serves as a framework for all stakeholders to use as guidance for the general operation of the estate and to understand its application within their role. Stakeholders include internal and external employees, suppliers, as well as estate members and guests (where applicable).

Environmental

At Beaverbrook we recognise that the natural environment of our estate is a key driver for our guests, so our objective is to actively participate in its protection through our commitments.

We pledge to continue with the following efforts:

- Measure the usage of our energy and water resources on a monthly basis and continue to improve our reduction strategies for both.
- Follow the agreed LEMP (Landscape and Ecology Management Plan).
- Measure and reduce our CO2 emissions on an annual basis using the Hotel Carbon Management Initiative (measuring tool).
- Commitment to use eco-label chemicals where possible across the estate.
- Review our waste output with the aim to reduce by recycling more items, reducing plastic inputs in our supply chains, and making sure these inputs, where necessary, are correctly managed.
- Grow and harvest produce from our Kitchen Garden to be used across the estate. Expand our production with bigger gardens.
- Encourage the development and restoration of the wildlife and biodiversity within our grounds through woodland management.
- Employ the Circular Economy principle by utilising our direct supply of raw material (through woodland management) to create bespoke items for use around the estate.
- Work with local suppliers and increase the number of local partners we work with, to help build local prosperity and reduce our carbon footprint.
- Increase the awareness of our guests, staff and suppliers of our and their environmental responsibilities.
- Promote and expand our EV charging points within the carpark for members and guests.



We also pledge to develop the following experiences:

- Develop the guest's interactive sustainability experiences across the estate - such as garden/nature tours – and develop children's materials and activities to include sustainable messaging.
- Establish beehives and bug hotels (providing a natural habitat for these creatures within designated areas within the woodland).

Social

Our social commitment encompasses how we impact and support social, cultural and economic issues associated with the estate operations.

Our team are the heart of our brand, and we understand that we have a duty of care to all team members to ensure a positive impact on their overall wellbeing, health and workplace satisfaction.

The health and safety of our team and guests is of primary concern, as is enhancing our supportive relationships with our local community. Development and training within the team is encouraged and supported, with plenty of opportunity for internal growth across the company.

All recruitment processes follow national regulations with regards to labour rights and equality and does not discriminate against any of the following: gender, disability, age, race, religion or sexual orientation and supports the equal treatment of women and minorities.

We are committed to maintaining a safe and secure working environment for all our employees, and provide several policies, training and benefits as follows:

- Our Employee Assistance Programme, via Hospitality Action, allows employees to have a safe space to talk to someone impartial regarding an incident, mental health, financial wellbeing amongst other points.
- A multitude of benefits available to employees, including Hospitality Reward and discounts at Blomster Designs, to name a few.
- Compliance Training which includes Health and Safety, First Aid Awareness, Be Energy Smart and COSSH, Food Safety, Food Allergens, Fire Knowledge.
- Policies that include Social Media Policy, Health and Safety Manual, IT Policy, Grooming Guidelines, Equal Opportunities and Dignity at Work Policy.
- A thorough onboarding process which includes formal contract, code of conduct, ensuring above minimum living wage is paid and a company and departmental induction.
- Continue to implement a Sustainability Training course for all employees.

We are committed to strengthening and securing relationships and partnerships with local businesses and charities through the following processes:

- Support to local charities throughout the year.
- Work placements, internships, and apprenticeships with local colleges including a partnership with Westminster College for the culinary team.
- Curating relationships with local businesses through regular attendance of local careers fairs.
- Involvement with Bookham Food Festival in the form of a prize donation and stand at the fair. Committed to strengthening this relationship.

The main house within the estate was built in the 1800s and forms part of the rich cultural history of Surrey and its surrounding areas. With history weaved throughout its walls, we are fully committed to preserving the historical stories, features, design and atmosphere of the house. This is achieved through



interior design, architectural features, artwork and practices, which contribute to the preservation of Lord Beaverbrook's legacy. It is further enhanced by the display of works on loan from the Beaverbrook Foundation.

Governance

We're driving change with ethically based considerations and will continue with the following efforts.

- Continue to integrate ESG and ethical considerations into our business decisions.
- Provide our Team Members with opportunities to engage in corporate responsibility efforts through training, tools and volunteering.
- Regularly report our performance to the Board of Directors: at a minimum of once per quarter.
- Hold regular HOD meetings with staff to update them on green initiatives, new policies or SOPs.

Signed

Jorge

Name

Jorge DE JESUS

Position

Group GENERAL MANAGER

Date

10th January 2023

