



The Guardsman - Sustainability Policy

Introduction

The Guardsman is a 5* boutique hotel, focusing on lifestyle luxury. Whilst wishing to place the experience of our guests first we also ensure that we place our people, suppliers, and the environment at the centre of our decisions. We have considered many aspects of our operations to ensure that we are embracing sustainable tourism whilst continuing to provide excellent service. The Guardsman accepts its environmental responsibilities and recognises its obligation to reduce the impact of business activities on the environment.

At The Guardsman we use 100% renewable energy, we are conscious of our responsibility to the environment. The hotel has been developed and certified under the 'Building Research Establishment Environmental Assessment Method', also known as 'BREEAM'. This scheme guides best practice in the themes of: energy, health and wellbeing, innovation, land use, materials, ongoing management, pollution, transport, waste and water.

This policy has the full support of the General Manager and Axiom Hospitality, our Hospitality Management Company.

At The Guardsman we are committed to:

Environmental Commitment

The hotel has been developed and certified under BREEAM, a scheme guiding best practice in the themes of: energy, health and wellbeing, innovation, land use, materials, ongoing management, pollution, transport, waste and water. In addition to BREEAM certification we also focus on the environmental footprint of the products and services throughout our hotel, based on the following principles:

- Commitment to environmental legislation and reducing the carbon footprint of hospitality industry.
- Commitment to ensure environmental concerns are integrated into business decisions
- Safeguarding the environment
- Commitment to measure and manage resources, consumption and waste with a view to minimising it over time. This includes water, energy, single-use plastics, recycling.
 - Elimination of single-use plastics wherever possible
 - Ethically sourced bamboo key cards
 - Recyclable products, managed with our waste partner
 - Zero to landfill waste management
- Consumption and monitoring of environmental pollutants, for example:
 - Bathroom amenities free from parabens

- The Tersano chemical free cleaning system, certified by the top regulatory bodies around the world
- Ethically sourced bamboo toilet roll
- Environmentally friendly products
- Commitment to undertake annual measurement of the carbon footprint of the hotel with a view to halving it by 2030 and achieving net zero by 2050.
- Commitment to preserve and protect biodiversity in and around the hotel and within the local community.
- Using Organic, Eco-Labelled, Fair-Trade, local and / or seasonal products where possible
- Encouraging guests to participate in the hotel environmental initiatives
- Raising awareness on environmental and sustainability issues – including regular team training and guest facing information
- Commitment to apply the circular economy principles
- Promote green travel to team members and guests

Social and Cultural Commitment

At The Guardsman Hotel, managed by Axiom Hospitality we want to be a responsible business that meets the highest standards of ethics and professionalism. Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us. We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

- Protecting People - We'll ensure that we don't risk the health and safety of our employees and community. Avoid harming the lives of local people. Support diversity and inclusion.
- The Guardsman as part of Axiom Hospitality is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).
- Modern Slavery - as an industry we recognise that we have a responsibility to play a critical role in increasing awareness and taking positive action to prevent this horrific crime. The hotel and hospitality sector employs over 4.4 million people and contributes over £143 billion to the UK economy. The UK National Crime Agency states that traffickers and organised criminals look for ways to exploit this.
- As part of Axiom Hospitality, The Guardsman provides training to its team members to support their mission to end human exploitation. To this end we implement the Stop Slavery Blueprint to monitor and identify risks of slavery in our operations.
- Alleviate those in need - Volunteering - Our company will encourage its employees to volunteer. They can volunteer through programs organised internally or externally.
- Supporting the Community - Our company may initiate and support community investment and educational programs. It may provide support to nonprofit organisations or movements to promote cultural and economic development of global and local communities.
- Learning - We will actively invest in learning and development. We will be open to suggestions and listen carefully to ideas. The Guardsman will try to continuously improve the way it operates. The Guardsman managed by Axiom Hospitality will readily act to promote our identity as a socially aware and responsible business.
- Our Suppliers - Where possible we have ensured that we are working with a selection of local suppliers that not only have the environment in mind but go above and beyond to give back to communities. Examples include:

- Our coffee partner Paddy & Scott who have invested in a farming community in Kenya not only producing high quality coffee beans but improving the infrastructure in the neighbouring villages and sponsoring local schools.
- We use a local florist, based 400 meters from the hotel, with whom we have a long-term relationship. To reduce the carbon footprint of our flowers we select British flowers in season and preserved flowers in the winter.
- Canton tea work hard to make the finest teas available at the fairest prices. The majority of their teas are beyond organic, some are biodynamic – several are from abandoned tea farms where the plants now grow wild. They are transparent about their teas and visit the growers to build relationships rather than buying tea wholesale as a commodity.
- In 2023 we established a green team at the hotel to keep all team members informed and initiatives progressing.

Green journey

At the heart of great hospitality is the desire to give and to care, and here at The Guardsman Hotel we are very conscious of our duty to give back to our local community, and to take care of our environment. To this end, we've created this policy as a statement of our Environmental Social and Governance intentions for our current and future operations.

Green Tourism

In 2023 we formed a Green Team and set about reviewing and enhancing our sustainability efforts, ultimately to work towards and gain the Green Tourism accreditation.

Green Tourism <https://www.green-tourism.com/> is an internationally respected accreditation programme of Bronze, Silver and Gold awards acknowledged worldwide as an indicator of good environmentally friendly practice and are a great way of progressing on a green journey as well as acting as a hallmark of 'green quality' for our eco-minded visitors. The Green Tourism certification programme promotes a greener, cleaner environment, for people, places, and our planet.



Final Statement

Our focus will be to ensure we are constantly evolving to enrich the experience of our guests, our teams, our community, suppliers, and to protect the environment. We commit to regularly review this policy to ensure it remains current and meets best practice.

A stylized, handwritten signature in black ink, consisting of a large, sweeping 'J' followed by a series of loops and a final horizontal stroke.

Jessica Lui, General Manager
April 2025