



Sustainability Policy Statement

Luxury Lodges, a family-run business of the Seasons Holidays PLC group of companies, is a collection of luxurious private resorts amidst some of Britain's best examples of natural beauty. The local environments in which we operate are fundamental to our approach – driving our desire to protect the planet and have a positive social impact.

We have made ourselves aware of the impacts our business has on the environment; the unique position our resorts hold in local communities to promote sustainable practises; and the importance of our organic profitable growth and good family-led governance for the longer term. Our Sustainability Policy outlines our commitments in these areas of planet, people and prosperity and is supported by our objectives that drive continual improvements throughout our business:

- We are committed to adherence with all environmental legislation applicable to our activities, including protection of the wildlife species that call our resorts home.
- Our Workplace Champions drive our sustainability and engagement efforts at each resort, choosing the local charities which we fundraise for throughout the year, and directing the new Rewards Scheme.
- Whitbarrow Village has achieved Green Key status and is accredited for its sustainability achievements to date.
- We strive to achieve a net biodiversity gain on all new or expanded developments, and are keen to share this growing understanding of the natural surroundings with our guests.
- We are investigating each resorts' capability for integrated renewable energy technologies and self-sufficient utility provision for our longer-term resilience.
- We are a Real Living Wage employer, committed to our equality and diversity principles of recruitment, in order to champion employment and trades from the local areas that support our resorts.
- We have nurtured our family-based values culture and plan to train Mental Health First Aiders at each resort to support our people.
- Our zero-emissions vehicle objective for each resort is to have a fully electric fleet by 2030, powered by renewable electricity.
- We want to create shared prosperity within our value chain, and we only source the design and construction of our A-rated efficient lodges in the UK.
- Our Chefs take time to visit local producers, which we champion at each unique resort restaurant, along with small scale distillers and artisan brewers.

This Statement is communicated to all employees and is available to all interested parties via our website. Our Sustainability Policy will be reviewed each year in order to reflect our achievements and state our ongoing commitments.

Ross Grieve

Ross Grieve, Managing Director

April 2023