

Environment Policy

1.0 Purpose

- 1.1 This policy has been created in order to set out Welcome Break's intentions and goals with respect to the environment and sustainability.
- 1.2 The purpose of the policy is to help embed environmental awareness into both Welcome Break's business operations and decision-making processes, and also to encourage positive action on climate change.

2.0 Commitment

- 2.1 Welcome Break recognises our responsibility, as a business, to look critically across the entirety of our operations and supply chain, reduce our carbon emissions, enhance environmental stewardship, and make meaningful changes in order to lessen our impact upon the planet.

3.0 Scope

- 3.1 This policy applies to business operations over which Welcome Break has direct control. This includes all Welcome Break team members and contractors who work within our business.
- 3.2 Additionally, when working with partners in our supply chain who are outside of Welcome Break's direct control, we encourage them to work towards the same, or similar, objectives set out in this policy.

4.0 Roles and Responsibilities

- 4.1 The Chief Executive Officer has overall responsibility for ensuring compliance with relevant statutory requirements relating to the environment.
- 4.2 The Commercial Director will act as Executive ESG Lead. They will ensure that sufficient resources are provided in order to enable the policy to be implemented and remain effective.
- 4.3 The Property Director, Construction Director, and Planning Director will take responsibility for considering the environment when designing, developing, and refurbishing properties across our physical estate. They will ensure that any development and refurbishment is compliant with current and upcoming legislation, including, but not limited to, energy efficiency, renewable energy generation and renewable energy consumption.
- 4.4 The Operations Director and Regional Operations Directors shall be responsible for ensuring that team members (within their areas of responsibility) are familiar with this policy and of actions that they can take to follow it within day-to-day business operations.

- 4.5 The Head of Trading and Supply Chain will, in their assessment of suppliers, will assess understanding of the environment and sustainability at the tender stage.
- 4.6 The ESG Manager has overall responsibility for reporting, as well as strategy and project management.
- 4.7 All team members are expected to adhere to and support the principles outlined within the policy.

5.0 Objectives

- 5.1 Welcome Break's objectives include but are not limited to the following:
- To work to reduce the impact of our business operations upon the environment.
 - To identify and assess environmental risks, including climate change, and implement controls to mitigate their impact.
 - To set, and take action to meet, environmental performance objectives and targets, including our Net Zero carbon commitment. We will monitor, measure, and report upon performance against such objectives and targets.
 - To improve efficiency with regards to resource consumption across our business operations.
 - To manage waste generated from our business operations, placing an emphasis upon reduction, reuse, and recycling.
 - To manage potential sources of pollution generated from our business operations to air, water, and soil, implementing best practices to prevent and control such pollution.
 - To consider environmental issues, namely biodiversity, and energy performance when designing, developing, and refurbishing properties across our physical estate.
 - To procure more environmentally responsible products and services in line with investor expectations, customer demands, legislation, and public commitments.
 - To foster a culture of environmental responsibility and to ensure that our team members have an awareness and understanding of environmental management through training and awareness programmes.
 - To comply with relevant environmental legislation, regulations, and standards.
- 5.2 In addition to the above objectives, we will keep abreast of emerging legislation, regulations and standards to ensure compliance is built into our business operations and decision-making.

6.0 Success Criteria/Monitoring Effectiveness

- 6.1 Compliance with this policy will be monitored and will be reported upon as appropriate and in line with the relevant objectives and targets.

6.2 Welcome Break will review this policy on a bi-annual basis in order to maintain relevancy and to ensure continual improvement, unless organisational changes, legislation, guidance, or non-compliance prompt an earlier review.

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