

SUSTAINABILITY POLICY


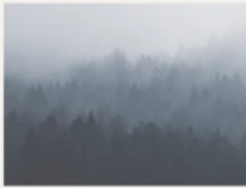



At St Martins Lane London, we are committed to minimising our environmental impact and contributing positively to the communities in which we operate. Our sustainability policy outlines our dedication to integrating sustainable practices into all aspects of our operations, striving for continual improvement, and promoting environmental conservation among our guests, employees and suppliers.

As part of our ongoing green journey here at St Martins Lane London we have formed a Green Team to spearhead our progress and achievement of our sustainability goals. This policy reflects the continuing journey and our commitment to ensure we are operating our business through an Environmental, Social and Governance lens to the benefit of People, Places and our Planet.

Our mission with Ennismore is to meet the common global goals:

- Removing all single use plastic by 2025
- Reaching net-zero carbon emission by 2025
- Becoming Green Key certified
- Reducing food waste by 60% by 2030
- Increase the representation of female leaders
- Increasing charitable engagement

ENNISMORE OBJECTIVES FOR 2024

| Plastics | Carbon | Eco-labels | Food Sustainability | Social |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>We are committed to removing all single use plastics from hotels by the end of 2025.</p>  | <p>We are committed to reaching net-zero carbon emissions by 2050.</p>  | <p>We are committed to all Ennismore hotels being Green Key certified by 2026.</p>  | <p>We are committed to reducing our food waste by 60% by 2030.</p>  | <p>We are committed to increasing the representation of female leaders and increasing charitable engagement.</p>  |
| <ul style="list-style-type: none">• 80% of hotels to eliminate single use plastics from the guest experience, including 68 single use plastics items, 2022 tolerances and back of house items for 2023.• 15% hotels with refillable dispensers for wet amenities. | <ul style="list-style-type: none">• 85% of hotels to measure energy consumption on Gaia 2.0 for at least 9 months for 2023.• Reduce carbon emissions by 10% based on 2019 baseline.• Pilot 3 hotels on the EPC programme for 2023. | <ul style="list-style-type: none">• Pilot 10 hotels across different regions and brands to achieve Green Key certification. | <ul style="list-style-type: none">• 80% of the 50 selected Ennismore hotels to begin measuring food waste. <i>Select hotels to reduce food waste by 25% by end of 2024.</i>• Pilot Klimato (sustainable food proponent) in 3 hotels for 6 months, with the intent to roll-out Klimato across all Ennismore hotels in the future. | <ul style="list-style-type: none">• 40% of female leaders at the senior leadership level at Home Bases (corporate).• 35% of female Hotel GMs.• 90% mandatory D&I training for all Home Bases and GMs.• All hotels to have at least one local community project or charity partner with meaningful action taken.• Sustainability training modules for hotels – 1-3 modules, ExCom Hotel when available. |

ENNISMORE

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ENVIRONMENTAL COMMITMENT

- Continuously monitoring our environmental performance to meet Ennismore's environmental objective.
- Decreasing our environmental footprint, through measuring and reducing consumption of water and energy recorded via Gaia an Accor Reporting System.
- Introducing temperature controls throughout the hotel and educating the team through implementing an SOP to turn off lights and air conditioning in empty rooms to reduce our environmental footprint.
- Actively recycling food waste, dry mixed recycling, glass, toner cartridges, batteries and oil waste.
- Recycling old electrical equipment through breaking down to re-use or to donate to charities.
- Minimising the creation of waste by working with the operations to fix equipment and furniture rather than finding replacements.
- Committed to eliminating all single use plastics or replacing with eco-labelled products.
- Continuously working with local suppliers and using Organic, Fair Trade and seasonal products in our food and beverage offerings where possible.
- Reducing the use of paper by emailing invoices and using DocuSign for any external or internal paperwork.
- Keeping our guests informed about our green journey and encouraging them to participate in our environmental efforts of reusing towels and linen during their stay and promoting environmentally friendly transportation of electric taxi's, bicycles and public transportation.
- Educating our team and providing regular training on environmental and sustainability issues.
- Commitment to preserve and protect biodiversity in and around the hotel and within the local community.
- Established an ESG Green Committee to meet monthly to monitor and achieve the targets set within the due dates.

SOCIAL COMMITMENT

- Commitment to communicate the hotel's green journey to its supply chain and formulating a robust procurement policy to ensure we are working with suppliers whose sustainability standards are aligned with ours.
- Partnered with [Hotel School](#) (charity no. 1176270) to provide training, work experience, mentorship and permanent employment.
- Working with local schools such as Manor School, inviting them for a visit and lunch during their school outings.
- Visiting Bournemouth University to provide a lecture to share our knowledge and experience to their Hospitality Students.
- Compliance to the Equality Act 2010 and Modern Slavery Act 2015.
- Collaborate with London Hospitality Festival where we form a football team and compete once a year to raise money for charity.
- Taking part in [Heart of London](#), a non-profit organisation focused on securing the long-term commercial and cultural well-being of the area.
- Comply with Accor's corporate social responsibilities of:
 - Providing a safe and secure working environment
 - Fair treatment without discrimination
 - Regular training, experience and opportunities for advancement
 - Providing feedback on their work conditions, through appraisals and team surveys
 - Information and training about health and safety
 - Receive information in writing about the working code of conduct.

ST MARTINS LANE
LONDON

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To enhance our sustainability efforts, St Martins Lane is working towards independent certification in recognition of our environmental management and sustainable operations. To this end, we are in the process of applying for accreditation with The Green Key.

The Green Key <https://www.greenkeyengland.co.uk/> award is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. This prestigious eco-label represents a commitment by businesses that their premises adhere to the strict criteria set by the Foundation for Environmental Education. A Green Key stands for the promise to its guests that by opting to stay with the Green Key establishment, they are helping to make a difference on an environmental level. The Green Key criteria is aligned with UNSDGs (Sustainable Development Goals 2015-2030 addressed by the United Nations).

We are committed to regularly reviewing this policy to ensure it remains current and meets best practices.



Hasham Soliman
Area General Manager Sanderson & St Martins Lane
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