

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 2025

Our Focus & Objectives for 2025

*Core Goals

Plastics

- **85%** of properties eliminate all identified single use plastic items
- **15%** of properties reliably report their waste
- **75%** of properties have refillable dispensers for wet amenities



Carbon & Water

- **7%** energy intensity reduction vs 2023
- **4%** water intensity reduction vs 2024
- **70%** of properties measure energy & water data
- **55%** answer rate for annual Scope 3 survey
- **35%** hotels compliant with water flow rate technical standards
- Purchase 3,000 MWh equiv. in EACs (Green Energy) for pilot brand



Eco-labels

- **All properties hold a valid eco-certification.** Minimum 55% of Ennismore hotels certified by end of 2025



Food Sustainability

- **10%** food waste reduction vs. 2024
- **Managed properties have defined a food waste baseline.** Minimum target 60%
- **10%** of properties measure the carbon impact of menus
- **11%** of properties to have minimum **25% vegetarian dishes in menus**
- **All properties to use only cage-free eggs**



Social

- **85%** Home Base team members and managed GMs **complete sustainability & human rights training**
- **100%** managed hotels have an **ESG Committee**



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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.
- Measuring food waste, implementing strategies to reduce our food waste in both back of house and front of house.
- 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.
- Partnered with Nordoff & Robbins (charity no. 280960) to donate £0.50 per cocktail sold from one of our selected cocktails in Blind Spot
- 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:
 1. Providing a safe and secure working environment
 2. Fair treatment without discrimination
 3. Regular training, experience and opportunities for advancement
 4. Providing feedback on their work conditions, through appraisals and team surveys
 5. Information and training about health and safety
 6. Receive information in writing about the working code of conduct.

ST MARTINS LANE
LONDON

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To recognise our environmental management and sustainable operations, St Martins Lane has successfully been awarded Green Key accreditation.

Green Key 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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ENNISMORE