



ENVIRONMENTAL, SOCIAL & GOVERNANCE

CATHERINE CLIFFORD / MANAGING PARTNER - OCTOBER 2024

THE LANSDOWNE HOTEL IS DEDICATED TO EMBEDDING ESG PRINCIPLES INTO EVERY ASPECT OF ITS OPERATIONS. THIS POLICY OUTLINES OUR COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY, SOCIAL RESPONSIBILITY, AND ETHICAL GOVERNANCE IN COMPLIANCE WITH UK REGULATIONS, INCLUDING THE COMPANIES ACT 2006, MODERN SLAVERY ACT 2015, AND SECR STANDARDS.

ENVIRONMENTAL

We commit to:

Energy Efficiency:

Reduce overall consumption by 10% by 2028 through energy smart systems.

Waste Reduction:

Achieve zero waste to landfill by 2030, minimize single-use plastics, and recycle extensively.

Water Conservation:

Install water-saving devices and recycle greywater.

Sustainable Sourcing:

Prioritise local, ethical, and sustainable suppliers in line with UK supply chain regulations.

SOCIAL

We commit to:

Diversity & Inclusion:

Comply with the Gender Pay Gap Reporting regulations by promoting equal opportunities for all genders, ensuring diversity in leadership roles.

Community Engagement:

Enhance the lives of local communities by supporting employment and charity programs, impacting 1,000 lives by 2030.

Employee Wellbeing:

Focus on training, mental health support, and safe working conditions, adhering to UK labour laws and fair wages.

Modern Slavery Compliance:

Ensure full compliance with the Modern Slavery Act 2015, monitoring our supply chain to eliminate forced labour and trafficking risks.

GOVERNANCE

We commit to:

Ethical Conduct:

Maintain transparency and compliance with the UK Companies Act and other legal frameworks, regularly auditing our business practices to uphold ethical standards.

Supply Chain Accountability:

Ensure all suppliers align with ethical, social, and environmental expectations, with a focus on sustainable sourcing and human rights.

Data Privacy & Security:

Follow UK data protection laws, ensuring compliance with the GDPR to safeguard guest and employee data.

Reporting & Transparency:

Report progress using frameworks like the Global Reporting Initiative (GRI) and comply with SECR standards for carbon reporting.

GOALS & METRICS

Carbon Emissions:

Reduce carbon emissions in line with SECR targets and achieve a 10% reduction by 2028.

Diversity in Leadership:

Increase female representation in management roles by 15% by 2027, following Gender Pay Gap obligations.

Water Efficiency:

Reduce water consumption by 10% by 2028.

MONITORING & REVIEW

We will regularly monitor and report ESG performance to stakeholders, ensuring compliance with UK regulations and evolving international standards. This policy will be reviewed annually for continuous improvement and alignment with the latest legislation.

This comprehensive policy reflects our dedication to sustainability and ethical business practices while maintaining full compliance with UK legal requirements.

FINANCIAL CONSIDERATIONS

Sustainable Investment:

Commit to directing capital towards sustainable initiatives, such as energy-efficient technologies and green certifications for new developments.

Financial Reporting:

Integrate ESG performance into annual financial reporting, showcasing cost savings from energy efficiency, waste reduction, and sustainability initiatives.

ESG-linked Loans:

Explore ESG-linked financing options to fund eco-friendly projects, tying interest rates to achieving sustainability targets.