



November 2024

Environmental and Social Sustainability Policy

Whatley Manor Hotel & Spa is dedicated to achieving excellence in environmental and social sustainability and has joined forces with EarthCheck, the premier Benchmarking and Certification provider worldwide. Our primary objective is to operate as a regenerative business.

Whatley Manor Hotel & Spa consists of a two-storey hotel type accommodation building and two annexe buildings, 23 guest bedrooms, two staff apartments, 10 staff bedrooms, two restaurants, a bar/lounge, one spa with hydrotherapy pool and gym, a 40-seat cinema, 24-seat conference facilities and 12 acres of landscaped gardens. It sits in a rural environment located in Easton Grey, Malmesbury, SN16 0RB, United Kingdom.

The property is bounded by farmlands to the North and West, a neighbouring farm to the East and the Bristol Avon to the South.

The closest water body is Bristol Avon on the south boundary of the property, with no specific protection order. The property is located at the south of the Cotswolds, a protected landscape and Area of Outstanding Natural Beauty (AONB).

We recognise that the natural environment around us is the main driver for tourism in the area and that the activities of our hotel have the potential for negative impact on this habitat and its community. As such we have implemented an Environmental Management System that meets the requirements of the EarthCheck Company Standard. Through collaboration with our team, hotel owners, suppliers, business partners and guests, we actively work to reduce the environmental impact and risk to our business and community by focusing on critical areas including our carbon emissions from energy, waste, water, food & supply chain, community engagement and care for biodiversity.

Whatley Manor Hotel & Spa will comply with all relevant legislation and regulations and aims to achieve international best practice. We have appointed our Sustainability Officer as the EarthCheck Coordinator, who has responsibility for improving the Hotel's sustainable performance.

These environmental performance indicators will be measured and summarised through annual reporting and used to continually improve our annual benchmarking and progress.

We achieved a reduction of 98% in Scope 1 & 2 emissions in 2023. We aim to reduce our Scope 3 / supply chain emissions by 90% by 2035 (compared with our 2019 baseline).



We show our commitment by joining the following pledges and organisations:

- United Nations Global Compact,
- The Glasgow Declaration on Climate Action in Tourism
- Hoteliers' Charter

Additionally, we are committed to integrating leading environmental practices and sustainability principles aimed at:

- Protecting natural resources
- Supporting local producers, businesses and suppliers
- Special consideration will be given to employing and empowering local employees
- Raising environmental awareness among our team, guests and communities
- Committing to Supplier Code of Conduct, Modern Slavery
- Committing to Fair Trade principles
- Committing to Equity, Diversity and Inclusion
- Committing to the UNWTO Global Code of Ethics for Tourism
- Committing to the ECPAT protecting children from trafficking and exploitation

We acknowledge that achieving our goals and objectives requires many changes to be made over time. However, we strongly believe that our sustainability efforts serve the interests of both the current and future generations and constitute the foundation for long lasting success and business.

A handwritten signature in black ink, appearing to read "Chris Smith". The signature is written in a cursive style and is positioned above the printed name.

Chris Smith

General Manager

20th November 2024