

POLICY DOCUMENT

POLICY:	Sustainability & Environmental Policy
LAST UPDATED:	September 2026
VERSION:	V1.0/2026
POLICY OWNER:	Managing Director

Introduction/Purpose

Exclusive Collection are committed to providing amazing experiences in a manner that ensures a safe and healthy place for our employees and guests and minimises our potential impact on the environment.

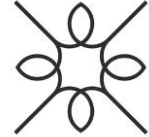
Policy Statement

Exclusive Collection will operate in compliance with all relevant environmental legislation, and will strive to use pollution prevention and environmental best practices in all we do.

WE WILL:

- Circularity - reduce, reuse, recycle and design waste out of everything we do.
- Make better purchasing decisions by doing what's right not what's easy. Promote the use of British, local and B Corp suppliers, producers and manufacturers where possible. We partner with Sedex to help us with our supply chain due diligence.
- Encourage our supply base for working with us to implement changes in their operating procedures that will improve environmental and sustainability initiatives.
- Ensure no single use plastics in the business.
- Have a zero-waste direct to landfill policy with a target of 99%. Conduct regular control and educational waste audits with our waste contractor.
- Work to achieve an annual target of 4% reduction in energy consumption.
- Work to achieve an annual target of 3% annual reduction in water usage.
- Maintain our purchase of 100% "Deep Green" electricity from renewable UK assets and continually work to reduce the amount of fossil fuel in our supply mix, in favour of biomass and renewable energy sources and other energy reduction devices. With an emphasis on removing gas in kitchens and oil and kerosene from our supply mix (where the planning environment allows us to do so)
- Work with The Land App to map all 691 acres of our properties. To develop a land management plan that enhances our biodiversity and also increases our biodiversity and ties in with the heritage of our hotels.

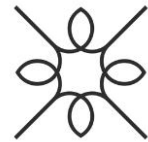
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- Continue to enhance our grow our own philosophy by investment and focus on our kitchen gardens, orchards and vineyards and commit to minimising food waste, and recycling our food waste into our kitchen gardens wherever possible. We partner with Olio to minimise waste and ensure as much food as possible is shared if our customers don't use it.
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner with a firm commitment to train, educate and inform our employees. Encourage employees to move to electric vehicles via Octopus Energy Salary Sacrifice Scheme.
- Purchase and use environmentally responsible products with particular emphasis on ensuring we purchase from environmentally responsible suppliers. All new building projects to try and incorporate the latest environmental best practice from a buildings and plant and machinery perspective.
- Reduce waste through re-use and recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable, and monitor our recycling rates. Look for ways to purchase consumables in larger format packaging (eg pouring spirits in large recyclable containers) or reusable format (eg resurfacing of chopping boards).
- Integrate the consideration of environmental concerns and impacts into all of our decision-making activities.
- We will not retain data in IT streams any longer than necessary and reduce server structure in order to reduce energy consumption.
- Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable.
- Communicate our environmental commitment to employees, clients, customers, members and the public and encourage them to support.
- Any inbound and outbound shipping must be delivered by lowest impact methods. By adhering to Exclusive Collection's preference for using British and local suppliers within 50 miles of our properties in the UK, we aim to minimise our air freight deliveries. Additionally, we will endeavour to use only suppliers that deliver using the lowest impact methods, such as by electric vehicles or by grouping deliveries from different suppliers together in one van.
- Strive to continually improve our environmental performance and minimise the social impact and damage of activities by reviewing our environmental policy in light of our current and planned future activities, as well as striving to reaccredit for B Corp.
- Ensure that we have B Corp champions in each and every property and at each and every level in the organisation and that we have a sustainable programme and emphasis on our environmental policies.
- Partner with Olio to redistribute food waste whilst simultaneously reducing food waste.

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SECR Disclosure

	Year to 31 st March 2026	Year to 31 st March 2025
Energy consumption used to calculate emissions (kWh)	17,152,121	17,892,031
Emissions from combustion of gas (Scope 1) tCO ₂ e	1,170	1,355
Emissions from combustion of fuel for transport purposes (Scope 1) tCO ₂ e	0	0
Emissions from business travel in rental cars or employee-owned vehicles where company is responsible for purchasing the fuel (Scope 3) tCO ₂ e	37	39
Emissions from purchased electricity (Scope 2, location-based) tCO ₂ e	1,875	2,135
Emissions from purchased electricity (Scope 2, market-based) tCO ₂ e	0	0
Total gross tCO ₂ e based on above (location-based)	3,082	3,529
Total gross tCO ₂ e based on above (market-based)	1,207	1,393
Intensity ratio (tCO ₂ e/rooms booked) (location-based)	0.0296631	0.0335528
Intensity ratio (tCO ₂ e/rooms booked) (market-based)	0.0116196	0.0132500

Who is covered by this policy?

All employees

Directors and officers

Consultants, contractors, and agency staff

Third parties acting on behalf of Exclusive Collection including suppliers, intermediaries, and business partners

Review

This policy will be reviewed and updated annually, or as required by change in regulations or legislation.