

ESG POLICY 2026

The Athenaeum Hotel & Residences is a five-star star, 164-bedroom hotel, based in the heart of Mayfair overlooking Green Park. The hotel includes luxury residences, conference facilities, a gymnasium, and an award-winning spa in addition to our wonderful restaurant. We recognise the impacts that our operations have on people, planet, and community, and are committed to continuously improving our environmental and social practices at the hotel to mitigate and reduce these impacts.

To achieve this, we work with EarthCheck, the world's leading benchmarking and certification provider for sustainable destinations. In December 2023, we received our EarthCheck Silver certification and through this partnership, will continue to review our working practices to protect the environment and prevent pollution by focusing on critical areas highlighted through the EarthCheck certification.

OUR ENVIRONMENTAL COMMITMENTS

In every aspect of our business, we will address the following areas:

- Energy – reduce electricity and gas consumption, implement an energy efficient equipment replacement strategy, purchase REGO backed electricity tariffs.
- Water – implement best practice to reduce water consumption, adopt a water efficient equipment replacement strategy.
- Waste – ensure all waste is separated out for recycling and improve rates through our partnership with Grundon's, operate a zero-to-landfill business, work with suppliers to reduce unnecessary packaging .
- Biodiversity – our living wall is a haven for biodiversity hosting over 12,000 plants, nesting birds and insects; we commit to maintaining this wall and to measure the impact it has on biodiversity and local air quality, aligning with the “greening” initiatives in the Mayfair Neighbourhood Plan.
- Carbon – calculate our carbon footprint on an annual basis and take action to reduce carbon emissions across Scopes 1 and 2, and Scope 3 where possible.
- Sourcing – integrate ESG considerations into purchasing decisions , giving preference to seasonal, British produce, ensuring fair trade principles are adhered to, and preference given to local suppliers and contractors.

OUR SOCIAL COMMITMENTS

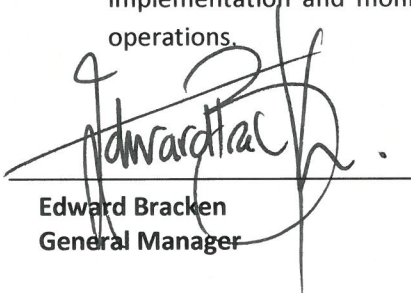
Operating in central London, we meet and greet guests from all over the world and aim for our team to be truly representative of all sections of society and each team member to feel respected:

- Recruitment – champion DEI and eliminate unlawful discrimination in recruitment where all applicants are considered based on their skills, experience, potential and merit, not their age, sex, sexuality, gender, race, background or relationships. We are a proud Level 2 Disability Confident Employer and are committed to maintaining this standard going forward.
- Wellbeing – mental health is just as important as physical health, and we provide each team member with £150 every year to spend on wellbeing items or experiences.
- Charity partnerships – as part of the Sutton Hotel Collection, we work with specific charities and schools to support people of all backgrounds into hospitality through meaningful volunteering, work experience, internships and employment.
- Community partnerships – explore volunteering opportunities to support conservation efforts and protect biodiversity in the local area, such as the adjacent London Royal Parks

OUR GOVERNANCE COMMITMENTS

As a business, we comply with all laws and regulations pertaining to our operations. Our Governance system will ensure the following areas are monitored and third-party validated where relevant:

- Data records – seek to improve the quality and coverage of data for meeting and exceeding reporting requirements for robust annual benchmarking.
- ESG management system – provides the framework for ensuring compliance, maintaining accurate records, and auditing systems for continual improvements, validated through EarthCheck.
- Risk mitigation – maintain an Aspects and Impacts register pertaining to the hotel's operations, assessing the risks material to the business and taking appropriate mitigation or remediation actions.
- Leadership – senior management are aware of the relevance of ESG and lead by example.
- ESG Committee – with representatives across all departments of the hotel, ensure implementation and monitoring of ESG projects, helping to embed ESG into our culture and operations.



Edward Bracken
General Manager

9th SEPT 2026.

Date

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This policy is a public document and will be reviewed every year.