

ESG POLICY 2023


The Athenaeum Hotel & Residences is committed to continuously improving environmental and social sustainability at the hotel, partnering with EarthCheck, the world's leading benchmarking and certification provider. The Athenaeum is a five-star star, 162-room luxury complex at 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.

Through collaborating with our team, ownership, suppliers, and guests, we continuously work to reduce our environmental impact by focusing on critical areas. Utilising EarthCheck we will measure our baseline to produce key performance indicators to measure our improvements year on year, ensuring we track and report on all our ESG progress.

OUR ENVIRONMENTAL INITIATIVES SO FAR

In every aspect of our business, we endeavour to incorporate the environment as part of our core values. Including reducing our consumption, improving our recycling, minimising waste, training staff, measuring our scopes 1 & 2 GHG, reviewing our supply chain (scope 3 where possible and fair trade), and engineering our menu with local at heart.

We are passionate about protecting and restoring the integrity of Earth's ecological systems and have appointed an ESG manager who will be working with our passionate team to collectively help reduce our footprint. A few highlights on areas we are impacting:

- Environmentally friendly options on our menu are represented by a green globe .
- Our **living wall** established on the hotel's prominent corner, promoting biodiversity and removing **757kg of CO2**, including adding **559kg of Oxygen**.
- Actively tracking our Scope 1 and 2 GHG emissions, allowing us to reduce our baseline.
- Reducing our energy and water consumption, including purchasing **100% green electricity** (please find our REGO certifications on the website).
 - **99%** LED lighting, **40%** dual flush, **65%** low flow reduction on taps and **72%** on our showers, sensor lighting across the hotel, including all guest bedrooms, and a BMS system that actively improves our energy efficiency.
- Zero waste to landfill as part of our partnership with Grundon's.
- Actively reviewing all our supplier's contracts to ensure we form partnerships with companies that are already on their own ESG journey or are willing to work collaboratively to start.

OUR SOCIAL INITIATIVES SO FAR

At the Athenaeum we recognise our considerable social impact, working closely internally and externally to address this. Diversity and Inclusion are part of our ethos, we employ locally where possible, and we champion individuals from all backgrounds. This has seen our team nominated for Excellence in Diversity & Inclusion at the HR in Hospitality Awards and one team member being named in the top 50 LGBTQ+ champions within Hospitality by Checking-in.

We are a female lead hotel this includes our general manager and all our senior leadership team. Externally we partner with multiple charities which include:

- Hospitality Action
- Only A Pavement Away
- Restart Lives
- Kisharon

We support our partners in a variety of ways including volunteering, donations, and recruitment to help individuals get back on their feet. As part of the industry employers programme at Only A Pavement Away, we regularly promote our job opportunities to the OAPA network and have employed two individuals as a direct result of this. We are aiming to raise £5000 for our partners this year and to volunteer with them bi-monthly.

OUR GOVERNANCE INITIATIVES SO FAR

Business integrity is critical and we have a yearly audit to ensure the hotel is regulatory compliant. We are a female-led hotel, hosting an array of nationalities with over 33 languages spoken, this diversity is reflected in our leadership team with all four of our five members exhibiting different nationalities. We are conscious of our wider impact ensuring current legislation is met but we also continuously review our supply chain to ensure we are working with ethical suppliers and purchasing fair trade products where possible. As we continue this journey, EarthCheck will provide the infrastructure to accurately report and classify the results we are driving, as we continue our transition to become a sustainable hotel.



Joanne Taylor-Stagg
General Manager

05/10/2023

Date