

ESG POLICY 2025

The Athenaeum Hotel & Residences is a five-star, 162-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 impact we have on our people, planet, and community, there we have committed to continuously improving our environmental and social sustainability at the hotel. To achieve this, we work with EarthCheck, the world's leading benchmarking and certification provider for sustainable destinations. After successfully passing an independent audit, we received our EarthCheck Silver certification in December 2023. The accreditation requires us to set SMART KPIs, create an environmental management system, report on all of our objectives/progress and complete an audit yearly to verify our improvements.

Through collaborating with our team, ownership, suppliers, and guests, we will endeavour to reduce our ESG impact by focusing on critical areas highlighted through EarthCheck.

OUR ENVIRONMENTAL INITIATIVES SO FAR

In every aspect of our business, we 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. A few highlights we have made in 2024:

- Our living wall is a haven for biodiversity hosting over 2000 plants, nesting birds (wrens) and even a natural bee hotel made from bamboo.
- Reduced our Scope 1 and 2 GHG CO2 per guest night from 52.7kg to 25.37kg.
- Reducing our electricity by 7.32% kWh per guest stay.
- Reducing our Gas by 5.44% kWh per guest stay.
- Reducing our water consumption by 8.22% m3 per guest stay.
- Purchasing 100% green electricity (please find our REGO certifications on our website).
- Zero waste to landfill as part of our partnership with Grudon's and improved recycling by 13.6% to 58.3%.
- 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.



THE ATHENAEUM
HOTEL & RESIDENCES

OUR SOCIAL INITIATIVES SO FAR

At the Athenaeum we recognise our considerable social impact, working closely internally and externally to address this. Diversity, Equity, and Inclusion are part of our ethos, we employ locally where possible, we champion individuals from all backgrounds, and we adhere to labour laws. This has seen our team be nominated for Excellence in Diversity & Inclusion at the HR in Hospitality Awards and the Springboard Awards, being awarded 19th place in The Best Places to Work in Hospitality by The Caterer, and one team member being named in the top 50 LGBTQ+ champions within Hospitality by Checking-IN. We are a female led hotel this includes our general manager, and all five of our senior leadership team.

Externally we partner with multiple charities which include:

- Hospitality Action
- Only A Pavement Away
- Restart Lives
- Kisharon
- Saira Hospitality
- Women in Travel CIC
- Hotel School
- Green Corridor and Canon's High School via Hospitality Connect

We support our partners in a variety of ways including volunteering, education, donations, and recruitment (we have had 5 people working with us through our partnerships in the past 12 months). We are aiming to raise £5000 for our partners this year and top 15 for best places to work in hospitality.

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 37 languages spoken, this diversity is reflected in our leadership team with 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 & local 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.



Edward Bracken
General Manager

2 JULY 2025
Date

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