



THE ATHENAEUM
HOTEL & RESIDENCES

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.
- **Employment** – strive to maintain recognition as one of the Best Places to Work in Hospitality by The Caterer.
- **Wellbeing** – mental health is just as important as physical health, and we commit to having 10% of our team across the hotel trained as mental health first aiders.
- **Community & 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.

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.
- **Environmental 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.
- **Suppliers** – review our supply chain and to ensure we are working with ethical suppliers who comply with our Code of Conduct and carry out due diligence reviews.
- **Leadership** – senior management are aware of the relevance of ESG and lead by example.
- **ESG Committee** – with representatives across all levels of the hotel, ensure implementation and monitoring of ESG projects, helping to embed ESG in our culture and operations.



Edward Bracken
General Manager

4th September 2025
Date

ESG POLICY 2025

The Athenaeum Hotel & Residences is a five-star 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 impacts that our operations have on people, planet, and community, and are committed to continuously improve 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, identify any sourcing from high water risk locations in the supply chain.
- **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 and increase the proportion of recyclable packaging materials.
- **Biodiversity** – our living wall is a haven for biodiversity hosting over 2,000 plants, nesting birds, and home to a natural bee hotel; we commit to maintaining this wall and to measure the impact it has on biodiversity and local air quality.
- **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 and supplier contracts, giving preference to seasonal, British produce, ensuring fair trade principles are adhered to, and preference given to local suppliers and contracts.