THE BERKELEY THE EMORY

THE BERKELEY & THE EMORY ESG POLICY

Approach

The Berkeley and The Emory are two connected luxury hotels in Knightsbridge, London, and part of the Maybourne group, which is proud of its 200-year heritage and operates prestigious hotels globally. The Berkeley & The Emory recognise our responsibility to operate sustainably, contribute positively to society, and uphold ethical business practices. Our commitment to ESG principles aligns with our core values and aims to create a lasting positive impact on the environment, our guests, colleagues, and local communities.

Our Three ESG Pillars:

People

The health, safety, and security (HSS) of our colleagues and guests is paramount, we want to provide the best experiences with our services while employing both physical and technological security.

We are committed to creating a high-performance culture that attracts, develops, retains talent, fosters engagement, and drives business success. At The Berkeley & The Emory, these commitments are brought to life through our dedicated Health & Safety Committee, the appointment of a Director of Safety & Security, and a strong programme of colleague wellbeing initiatives delivered across both hotels.

Planet

We recognise our responsibility to the planet and are committed to reducing our environmental impact. At The Berkeley & The Emory, this is demonstrated through our 100% renewable electricity supply, a state-of-the-art waste facility operating across many segregated waste streams, and a recycling rate more than 96%, with zero waste sent to landfill.

Partnerships

We are custodians of and engaged with the local and global community, with our choice of charity driven by our purpose and values.

We choose the best-in-class in the ESG partner ecosystem, with preferred suppliers, either artisanal, small scale and local or the global best. The Berkeley & The Emory partner with local institutions such as Shannon College, Westminster Kingsway and Chelsea Academy, and participate in the West One and Knightsbridge Sustainability Groups to drive shared progress across our community. The Berkeley hotel was the first hotel to join the Westminster sustainable city charter and have been a member since 2023.

Our overarching commitments are to set targets for net zero. With milestones including reducing our emissions to achieve net zero by 2045, across all Maybourne hotels including The Berkeley & The Emory. To lead this process, the group has appointed a Director of ESG and established an ESG Steering Group comprising the

Chief Operating Officer, Chief People Officer, Chief Legal Officer, Chief Design & Construction Officer and Chief Digital & Information Officer. At The Berkeley & The Emory, we ensure ESG Goals are embedded into our operations and processes and communicated to all our colleagues, suppliers, investors and guests.

The United Nations Sustainable Development Goals

Developed by the United Nations, the Sustainable Development Goals (SDGs) are 17 overarching goals that provide a global framework for peace and prosperity in consideration of the environment. To support the UN SDGs framework, we have indicated how our five ESG Goals align with the SDGs.

1. People - Health, safety and security

- We believe that the health safety and security of our guests and colleagues are paramount.
- We will ensure that all policies are signed off annually.
- Our Health and Safety (H&S) procedures are subject to external validation and assurance.
- We will ensure that we lead by example and have clear, two-way lines of communication.
- For cross-functional or cross-departmental projects and processes, we will ensure that our colleagues are responsible, accountable, consulted, and informed.
- Health and safety training will be offered to new colleagues along with annual refresher training.
- Our technology and systems will comprise both physical security technology and cybersecurity threat detection software.
- We will develop robust crisis management and communication plans to ensure our guests and colleagues are kept safe in emergencies.
- At The Berkeley & The Emory, a Health & Safety Committee with departmental leads supports our Director of Safety & Security, conducting monthly walkarounds, maintaining RIDDOR incidents to a minimum, and delivering H&S training at induction with six-monthly refreshers.

UN SDG 3, 8 and 16

2. People – Our colleagues

- Our colleagues are our greatest asset. We prioritise their health, wellbeing and professional development.
- We offer regular performance reviews and have career development frameworks and external validation of our training for best practice.
- We operate a ‘safe voice’ initiative, that is an anonymous channel all employees can use for formal and informal requests.
- We are committed to recruiting and retaining excellent colleagues and partner with institutions to provide a wide pool of talent, including recruitment from marginalised/underrepresented groups, local schools & universities.
- We recognise our colleagues who go above and beyond.
- Our e-learning is linked with health and wellbeing, and we offer colleagues an employee assistance programme (EAP) and mental health first aiders.
- We provide fair wages, promote diversity and inclusion, and foster a positive work environment.

- We uphold human rights principles and oppose any form of discrimination, and our policies ensure fair treatment, respect, and dignity for all individuals. All colleagues, suppliers, and partners must adhere to these standards.
- Our colleague handbook outlines our values and expected behaviours.
- At The Berkeley & The Emory, we invest in our people through the Aspiring Leaders, Developing Leaders and Step Up programmes, an in-house kitchen apprenticeship, and a strong record of internal promotion. All colleagues are paid the Real Living Wage.

UN SDG 3, 5, 8 and 10

3. Planet - Responsible consumption

- We are committed to environmental stewardship. We encourage our suppliers, colleagues and guests to consume in a responsible and sustainable fashion and are pursuing our own strategies to reduce our impact wherever possible.
- We are dedicated to reducing our carbon footprint. Both The Berkeley and The Emory are supplied with 100% renewable electricity, and our buildings are maintained according to best sustainability standards and in line with the group's Net-zero glide path.
- We will implement energy-efficient practices and invest in renewable energy contracts. Regular reporting and transparency will be essential to track our progress.
- Where feasible, we will remove single-use plastics from our hotels and supply chain and embed sustainable design principles in the products we buy.
- We will minimise our waste, segregate existing waste and ensure appropriate end-of-life use for our goods.
- We will produce an ESG impact report and data book annually.
- Our Planet Berkeley/Emory committee is responsible for driving ESG initiatives across both hotels.
- We strive to minimise water consumption across our properties - initiatives include efficient water management systems, water-saving technologies, and awareness campaigns for guests and staff.
- We respect local ecosystems and biodiversity. We commit to protecting natural habitats, supporting wildlife conservation, and minimising our impact on fragile environments and require the same of our suppliers.
- We maintain compliant with regulations, will continue to monitor our performance and strive to continuously improve.
- At The Berkeley & The Emory, our waste is managed through a state-of-the-art facility operating many segregated streams, achieving a recycling rate more than 96% with zero waste sent to landfill. Food waste is composted or converted to energy, used cooking oil is recovered as biodiesel, and a ban on single-use plastics remain in place across both hotel operations. UN SDG 6,9,12,13 and 15

4. Partnerships - Community engagement

- We actively engage with local communities, councils, charities and industry partners.
- We respect local communities, cultures and protect heritage.
- We will enable volunteering opportunities for colleague's during working hours, a reflection of our brand values.

- We will report on our initiatives and quantify the value of our performance year-on-year.
- We aim to work with partnerships and build long term relationships to deliver a meaningful impact.
- At The Berkeley & The Emory, we support our local community through partnerships with Shannon College, Bournemouth College, Westminster Kingsway, Le Cordon Bleu and Chelsea Academy, and through The Drinks Trust. We are active members of the West One Sustainability Group, Knightsbridge Sustainability Group and Westminster City Charter.

UN SDG 2, 4, 11 and 17

5. Partnerships - Supply chain and partnerships

- Our Responsible Business Code of Conduct is available on request and makes clear our determination to operate responsibly, allowing us to grow in a way that positively impacts the environment, respects human rights, promotes inclusion and helps local communities. We work with suppliers, affiliates and subcontractors (all referred to as “suppliers”) who share this commitment.
- We will stay informed about evolving sustainability legislation.
- All suppliers will be required to adhere to our Responsible Business Code of Conduct.
- We will aim to source locally for our menus at our hotel restaurants and maximise seasonality where possible.
- We will seek to work with local suppliers where possible to reduce emissions associated with logistics.
- We will consider the sustainability performance of suppliers during the tender process and will not work with suppliers where there is evidence of unethical or irresponsible business conduct.
- At The Berkeley & The Emory, our chefs work closely with suppliers to source sustainably, with menus built around seasonal produce, free-range eggs, and meat and fish from responsible sources, avoiding any seafood on the IUCN Red List. We have long term plans to consolidate delivery and warehousing operations, to provide more sustainable logistics for both properties.

UN SDG 12, 13, 14 and 15

This policy is approved on behalf of The Berkeley & The Emory.