



STARBOARD HOTELS

Starboard Hotels Environmental Statement

Starboard Hotels is committed to improving our environmental performance, reducing impact, and running our business in a sustainable manner for the benefit of present and future generations.

This environmental statement has been written as our commitment to achieve these goals.

We are striving to ensure every aspect of our business incorporates the principles of sustainability. This means we will strive for sustainability in our roles as hoteliers, land and property owner, provider of services, a significant purchaser within the local economy and community initiatives.

Starboard Hotels recognises that managing the environmental impact of our operations is essential. As a leading hotel chain with hotels across the UK we are committed to reducing our carbon footprint and are working with our supply chain to ensure we have a minimal impact on waste to landfill, eradicating single-use plastics, conserving energy, using renewable energy and are striving towards a greener future.

Starboard Hotels Environmental Commitment

That environmental commitments are a core concern for Starboard and commitment will be achieved through the following actions:

- Reduce our demand for natural resources and energy; through improving efficiency and increasing use of greener and renewable energy sources.
- To seek to minimise the waste produced from our activities, to recycle and to support the implementation of the Zero Waste Strategy
- To continuously improve the sustainable management of our buildings, estates and transport reducing the emission of air pollutants and greenhouse gases through measuring our carbon footprint and actively working towards reducing this.
- We will endeavour to reduce the number of deliveries per week to our hotels in order to help mitigate the impact of climate change by reducing delivery emissions from our supply chain.
- To prevent environmental harm or pollution incidents at all sites by ensuring our working practices comply with all relevant legislation.
- To ensure our supply chain share our values and through our robust procurement policy, source responsibly and locally where possible.
- To ensure that all staff are aware of our environmental standards and shared responsibilities and encourage improvement in our supply chains and partnership networks.
- Being mindful of natural conservation and ensuring our operations aren't detrimental to the biodiversity in and around our hotels.
- Support local communities where our hotels operate and nurture community engagement through collaborative relationships and enhancement of local environments.

- To maintain continuous improvement by reviewing corporate policies and strategies to ensure integration of sustainable development principles and practices.
- Having an environmental manager and green team at our hotels to keep all staff informed and sustainable initiatives progressing.
- Support for the establishment's involvement in sustainable tourism planning and management locally.

Social and Cultural Commitment

Through our social and cultural commitment, the company will support these concerns centrally:

- Recruitment commitments including compliance to the Equality Act 2010, Modern Slavery Act 2015 and providing safe and secure working environment:
- Supporting our teams by offering development opportunities, employee benefits programme, including: 24/7 Online GP, Birthday Day Off, Company Sick Pay (after 1 year of service), Cycle to Work scheme, Discounted Gym membership, Discounted Health Plans, Employee Assistance Program, Financial Support for Professional Memberships, Financial Support for Professional Training, Financial Wellness support, Free Fitness platform, Free Wellbeing services, Learning and Development Opportunities, Life Assurance, Mental Health Support.
- Risk and crisis management.
- Anti-Bribery policy which ensures that we act professionally, fairly, ethically, honestly and with integrity in all business dealings and relationships, wherever in the country we operate.
- Opposition to commercial, sexual or any other form of exploitation or harassment, particularly of children, adolescents, women, minorities, and other vulnerable groups.
- Support for the equal treatment and rights of people. Hiring staff in all positions including management (especially local residents/minorities), without discrimination on the grounds of age, race, gender, religion, disability, socio-economic status, etc.
- Mandatory Equality and Diversity training for every member of our hotel teams and central offices.

Current green journey

At the heart of great hospitality is the desire to give and to care, and here at Starboard Hotels we are very conscious of our duty to give back to our local community, and to take care of our environment. To this end, we've created this policy as a statement of our **E**nvironmental **S**ocial and **G**overnance intentions for our current and future operations.

Eco-Label journey

In 2023 we formed a Green Team in our head office and set about reviewing and enhancing our sustainability efforts, ultimately to work towards and gain Green Key in each of our hotels.

The [Green Key](#) award is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. This prestigious eco-label represents a commitment by businesses that their premises adhere to the strict criteria set by the Foundation for Environmental Education. A Green Key stands for the promise to its guests that by opting to stay with the Green Key establishment, they are helping to make a difference on an environmental level.

Green Key



Branded Hotels

We operate a number of Branded hotels and in addition to the above, we fully support and participate in their own internal initiatives:

Best Western Hotels

Because We Care

Focuses on three important pillars: Earth, People and Community (EPC). Across Great Britain, BWH Hotel Group has partnered with QIA Services, an industry leading independent rating body for the service sector, for all of its hotels in the destination. The brand is working with them as its preferred partner for sustainability with its accreditation scheme, **REST**, which stands for **R**esponsible, **E**thical, **S**ustainable **T**ourism. Each BWH Hotel Group property in Great Britain is assessed and receives official accreditation from QIA Services, ensuring quality offerings for guests.

Accor

People & Nature

The key objective is to make a positive impact on People and Nature, which are two fundamentals at the core of our sector and activity. Accor are driving change through a comprehensive approach founded on three operational pillars that address the whole hotel journey, from conception and design to operations, to the guest experience.

Stay: Reinforcing Sustainable Hotel Operations

From construction to daily operations, Accor are strongly engaged with resolute action to respect the natural limits of our planet and reduce greenhouse gas emissions. They ensure their hotels are designed with sustainability in mind from the outset, and they transform and optimize their operations - waste management, energy, and water consumption, eliminating single-use plastics, promoting a circular economy..., through to integrating properties within their ecosystems. As a result, a number of their hotels have obtained independent third-party sustainability certification for their sustainable operations with partners such as Green Key and Green Globe, testimony to their commitment.

Eat: Embracing a Sustainable Food Chain

Accor serve more than 200 million meals a year in their 10,000+ restaurants and bars, and food represents 12% of their carbon footprint. Accor's role in optimizing the management of resources is crucial to control and improve the food cycle "from farm to fork." They are transforming their supply chain, sourcing food more responsibly to preserve biodiversity and reduce environmental impact, as well as promote fair practices for local producers and farmers and respectful conditions for animals. They are also reinforcing actions to reduce food waste in their kitchens and to provide guests with an increasingly organic, local, and seasonal offering, and overall raise guest awareness.

Explore: Promoting the Local Ecosystem and New Ways of Traveling

Accor's hotels are deeply rooted in their local ecosystems, communities, and economies. One of the foundations of their business is to preserve each destination's natural ecosystem and local culture for communities, visitors, and future generations. Accor strive to actively protect the local environment and cultural heritage of the destinations around their hotels, as well as create opportunities and meaningful connections with the local communities. Accor are working to design a more sustainable way of traveling, encourage green mobility, and inspire a more conscious exploration and greater awareness for guests in how they too can contribute positively to the destination, its natural environment, and local communities.

Hilton

Travel with Purpose

Travel with Purpose is Hilton's Environmental, Social and Governance (ESG) strategy to drive responsible travel and tourism globally. Through Travel with Purpose, Hilton seeks to create positive environmental and social impact across our operations, supply chain, and communities.

The infographic is divided into three vertical columns representing the pillars of ESG: Environmental (E), Social (S), and Governance (G). Each column has a header with an icon and a sub-header. Below each header are specific goals and metrics with associated icons.

Environmental (E)	Social (S)	Governance (G)
PAVING THE WAY TO NET ZERO CLIMATE ACTION DESTINATION STEWARDSHIP	CREATING AN ENGINE OF OPPORTUNITY HUMAN RIGHTS DIVERSITY, EQUITY & INCLUSION	ADVANCING AND MEASURING OUR GOALS INTEGRITY TRANSPARENCY
WATTS CARBON/ENERGY Cut managed portfolio emissions intensity by 75% by 2030 (1.5°C scenario) Cut franchised portfolio emissions intensity by 56% by 2030 (well-below 2°C scenario) Drive toward a net-zero future	CAREERS Create 5 million learning and career growth opportunities for Team Members and communities with a focus on underrepresented groups by 2030 Achieve gender parity at global leadership levels by 2027 Achieve ethnic diversity in 25% of leadership levels in the US by 2027	PUBLIC AFFAIRS Advocate for public policies that advance our Travel with Purpose goals
WATER Cut water use by 50% by 2030	COMMUNITIES Meaningfully impact 20 million community members by 2030 Local Support ✓ Disaster Relief ✓ Economic Opportunities ✓	PARTNERSHIPS Create and partner with cross-industry networks to advance Travel with Purpose objectives
WASTE Cut waste by 50% by 2030	CONDUCT Promote responsible, inclusive conduct across 100% of our value chain operations	POLICIES & REPORTING Operate through best-in-class measurement (LightStay) governance and oversight



Journey to Tomorrow

IHG's 10-year responsible business plan aims to help shape the future of responsible travel together with those who stay, work and partner with them. IHG will support their people and make a positive difference to local communities while preserving our planet's beauty and diversity... not just today but long into the future.

Our people: Champion a diverse culture where everyone can thrive.

- Achieve a gender balance and a doubling of under-represented groups across our leadership.
- Cultivate a culture of inclusion for colleagues, owners, and suppliers.
- Support all colleagues to prioritise their own wellbeing and the wellbeing of others.
- Drive respect for and advance human rights

Communities: Improve the lives of 30 million people in our communities around the world

- Drive economic and social change through skills training and innovation.
- Support our communities when natural disaster strikes.
- Collaborate to aid those facing food poverty.

Carbon & energy: Reduce our energy use and carbon emissions in line with climate science.

- Implement a 2030 science-based target that delivers 15% absolute reduction in our direct operations, and a 46% per m2 reduction in franchise operations.
- Target 100% new build hotels to operate at very low/zero carbon emissions.
- Maximise/ optimise the role of renewable energy.

Waste: Pioneer the transformation to a minimal waste hospitality industry

- Eliminate single use items or move to reusable or recyclable alternatives across the guest stay.
- Minimise food going to waste through a "prevent, donate, divert" plan.
- Collaborate to achieve circular solutions for major hotel commodity items.

Water: Conserve water and help secure water access in those areas at greatest risk

- Focus on those hotels operating in the areas of highest water risk to:
- Implement tools to reduce the water footprint of our hotels.
- Mitigate water risk through stakeholder collaboration to deliver water stewardship at basin level.
- Collaborate to ensure adequate water, sanitation, and hygiene (WASH) conditions for our operating communities.

Wyndham Hotels and Resorts (Days Inn)

Wyndham Hotels & Resorts are committed to operating their business in a way that is socially, ethically, and environmentally responsible.

Environmental - Committed to Operating Sustainably

Wyndham are committed to protecting the environment while demonstrating leadership in environmental disclosure and performance. They continue to promote the Wyndham Green Program, a program designed to deliver triple bottom line results of people, planet, and profits by reducing operating costs through efficiency and driving revenue from environmentally conscious travellers. Other initiatives include reducing their energy and carbon footprint at their properties, implementing renewable energy projects where feasible, increasing their water conservation efforts, and properly managing waste.

Social – Their Culture Reflects their Diverse Customers and Communities

Wyndham strive to maintain a culture of inclusivity while driving growth and nurturing innovation. Their signature Count on Me service culture encourages their team members to be responsive, respectful, and deliver great experiences. Their commitment to Diversity, Equity & Inclusion is central to their business and allows them to focus on several initiatives such as equity in pay and representation, their seven fully inclusive Affinity Business Groups (ABGs), and their highly developed supplier diversity program.

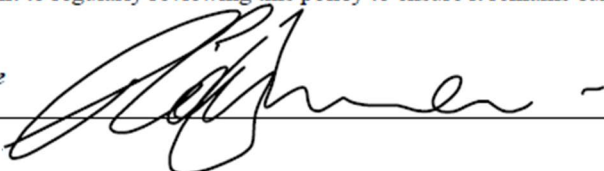
Governance - Strong Corporate Governance Principles

Wyndham's mission is to make hotel travel possible for all and they accomplish this by setting a strong foundation across the company with strong corporate governance principles, ethical business practices, and an effective compliance program.

Their Corporate Governance Committee oversees their Social Responsibility Council and Social Responsibility Team. Their objectives include reinforcing and promoting our Count on Me organizational culture, reviewing emerging environmental and social risks and opportunities, ensuring they remain on track with their strategic goals related to Social Responsibility, and driving engagement, building awareness, and celebrating the successes of their Social Responsibility Programs

Final Statement

We commit to regularly reviewing this policy to ensure it remains current and meets best practice.

Signature 

Paul Callingham, Founder and Managing Director Starboard Hotels

12/04/2024